INTERNATIONAL BROTHERHOOD OF TEAMSTERS

JANUARY/FEBRUARY 2010

TEAMSTER

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School Bus Workers
UNITED

Driven To Win

1,700 Bus Workers Join Local 1205

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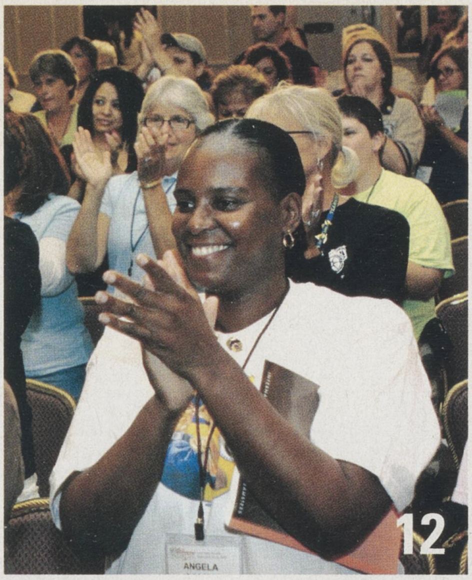

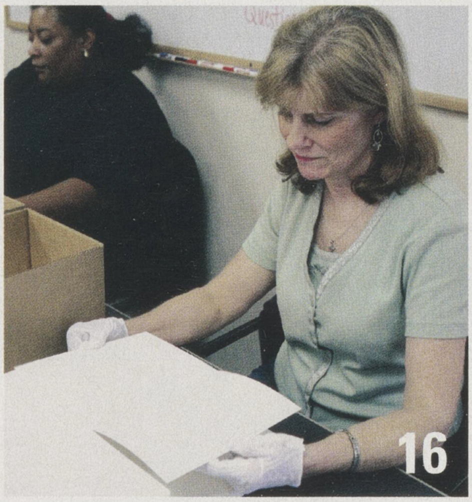

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TEAMSTER
www.teamster.org

International Brotherhood of Teamsters
25 Louisiana Avenue, NW,
Washington DC 20001-2198
202-624-6800

The Teamster (ISSN 1083-2394) is the official publica tion of the International Brotherhood of Teamster 25 Louisiana Avenue, NW, Washington DC 20001-219 It is published six times a year in January/Februar March/April, May/June, July/August, Septembe October, November/December. Periodical postage pa at Washington, DC and at additional mailing offices.

JANUARY/FEBRUARY 2010 / VOLUME 107, NO.

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Postmaster: Send addres changes to The Teamster, Affiliates Records Departmen 25 Louisiana Avenue, NW, Washington, DC 20001-219 Subscription rates: $12 per year. Single copies, $2. (All or ders payable in advance.) Members should send addres changes to their local union.

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10 Years After The Battle In Seattle

A MESSAGE FROM GENERAL PRESIDENT JAMES P. HOFFA

OUR COUNTRY hasn't fared well in the 10 years since protesters shut down the World Trade Organization's (WTO) Seattle conference.

The "Battle in Seattle" marked a dramatic moment when the American labor movement joined the fight against globalization alongside environmentalists, family farmers and consumers.

Teamsters and Turtles

Most people remember the turtle costumes, the marching, the broken windows, the street melee. Often forgotten was our actual accomplishment. We defeated a plan for a massive expansion of the WTO's scope and powers. If the conference had gone forward as planned, perhaps even more of our country's auto industry and manufacturing base would have been stripped bare and sent overseas.

Those who embrace bad trade deals claim that "protectionism" will cost jobs and raise prices. They ignore the fact that America built the biggest, strongest economy ever behind a wall of protectionism. China is following our earlier example now by subsidizing and protecting its wind farm industry. In October, a Chinese company announced plans to build a wind farm in West Texas. It should be the other way around. We should be sending wind technology to China.

TRADE Act of 2009

To rebuild our economy we need to rebuild manufacturing. To rebuild manufacturing, we need to reform our trade policy. We would take a big step toward doing that by enacting the TRADE Act of 2009.

The TRADE Act lays out how a trade agreement should be negotiated. It prevents future trade deals from banning policies to buy and source American components, products and services. It prohibits trade deals that require governments to privatize and deregulate.

You can be sure the multinationals and their front groups will fight tooth and nail to make sure this bill is defeated. You can be sure organized labor will fight back. The future of our country is at stake.

James P. Hoffa

TEAMSTER WOMEN
Raising the Stakes

Trading Places

Hoffa Urges White House To Fix Bad Trade Policies

General President Jim Hoffa told the White House to "think America first" when it comes to trade policy.

Hoffa was representing organized labor at the White House Forum on Jobs and Economic Growth on Dec. 3. He participated in a discussion about expanding jobs through exports, along with White House officials and business leaders.

President Barack Obama cited Hoffa's remarks in his nationally televised address following the discussions.

"One of the problems is the trade policy," Hoffa said. "We've had a bad trade policy going back to Clinton, going back to Bush…If you're going to export, you need to open markets."

Buy American

He pointed out that Korean companies sell cars here but we can't sell cars there. He said a trade deal with Korea should not be ratified because it doesn't open Korea's economy.

"We still can't get our beef in, we can't get our cars in," he said. The same is true of China and Japan, he said.

Hoffa further urged enfo ment of existing trade laws.

"If this government wan to do something, enforce th trade laws," he said.

Hoffa also said the U.S. g ernment should buy Americ products.

Putting America First

"When you go to China, th think 'Buy Chinese.' You wa to do business there, you bu a plant there." The same is t in Japan and Korea.

"They put their countries first. We don't do that," Hoffa said. "The Pentagon could be doing so much more by mak sure we buy American produc

He referred to the U.S. Air Force's decision to buy airpla from a European country, Air bus, rather than Chicago-base Boeing. Congress investigated the deal and asked whether th Air Force considered the imp on American jobs.

"The Air Force said, 'No,'" Hoffa said. "That should hav been the number one thing they think about."

NAFTA KILLS!
NAFTA KILLS!
NAFTA KILLS!
NO UNSAFE TRUCKS!
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TEAMSTERS
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8/12/2009
Tufts Medical Center
for Cancer Research
$10,000⁰⁰
Ten Thousand
Dollars
Leif Thornton
1950

Journey Of 1,000 Miles

Teamsters Raise Money by Biking to 24 Locals in Six States

The repetitive motion of the pedals moving up and down kept time for 14 days. And for 14 days, Leif Thornton, Vice President of Local 82 in Boston, had time to reflect. As he rode through the rolling hills of New England, the 30-year Teamster thought about what led him to this moment and where he and his good friend and fellow Teamster Bob Morrissey Jr. would be in a day, a month, a year from now.

It had been two years since Morrissey's life was turned upside down when a series of doctor visits and medical tests revealed that the 43-year-old had a rare and incurable form of appendiceal cancer. In the two years since his diagnosis, Morrissey has undergone extensive treatments and surgery to remove tumors and any unnecessary organs, including his appendix, spleen and portions of his colon. Under his doctor's watchful eye, Morrissey has been able to keep the cancer at bay—for now.

Morrissey's doctor "wanted to start up research projects to learn more about the kind of cancer Bobby has, but the rare cancers don't get the same amount of publicity or funding as the more prevalent cancers do," Thornton explained. "So Bobby and I put our heads together and decided that we would raise money ourselves."

The two Teamsters came up with an idea: Raise money for rare-cancer research by visiting all 24 New England locals in six states—all on a bicycle.

'We're Teamsters'

"Bobby wondered about who would sponsor us, but I had no concerns," Thornton said. "I said, 'We're Teamsters. We have 60,000 brothers and sisters in New England.'"

Thornton started a web site, opened a bank account and started working the phones, and from that, Teamsters Against Cancer was born. Though he would be riding 900 miles in two weeks, the numbers didn't bother Thornton in the least. An avid biker, Thornton had been riding to work and back since gas prices shot sky-high more than a year ago.

"Nine hundred miles sounds like a huge number, but it is possible if you do it a little at a time," Thornton said. "I told Bobby he is the inspiration for this ride. Because he is the inspiration, I will be the perspiration. If he can fight cancer, I can ride a bike."

In all, Thornton pedaled just over 1,000 miles in two week's time. Two hundred of those miles were completed with Morrissey pedaling along with him. They raised more than $16,000 for rare-cancer research, with thousands coming in even after the ride.

Now that the first ride has been completed, Thornton is hoping to make the journey an annual celebration. Preparations are already beginning for a 2010 ride.

For the complete story, visit **www.teamstermagazine.com/journey-1,000-miles**. For more information about Teamsters Against Cancer or to donate, visit **www.teamstersagainstcancer.org.**

Pro-Union Proposal

Government could Ease Rules for Unionization in Certain Industries

Airline and railroad workers could soon find it easier to join a union under a reform proposed by the National Mediation Board (NMB), the government agency that supervises union elections in those industries. The proposal would base the outcome of union elections on the majority of people who vote. The rule now requires a majority of members in the airline or rail bargaining unit to vote in favor of representation to be certified as a union. In other words, the rule currently says that not voting counts as a "no" vote.

"This reform lets workers choose a union the same way they choose the president of the United States," said Jim Hoffa, General President. "Whichever side gets the most votes wins."

Hoffa said anyone who's tried to form a union at a railroad or an airline knows the deck is stacked against them. "The current voting process is an unfair obstacle that discourages workers from exercising their right to form a union."

Unfair Burden

The Teamsters have long fought to change the way workers' votes are counted in NMB elections. Continental Airlines fleet workers who want to join the Teamsters came to Washington in July to lobby for a fairer election process with National Mediation Board members.

In December, six Continental workers attended—and three testified at—an NMB hearing on the proposed rule. International Vice President John Murphy also testified.

Murphy said the current rule puts an unfair burden on workers "because they must not only overcome those who oppose representation, but even more difficult—the electorate who will not participate."

At press time, the rule had not yet been changed, though it was expected to in early January.

Going Nuclear

Radiological Hazard Training Needed with Increase in Waste Shipments

The National Labor College—George Meany Campus (NLC) in Maryland offers the Rail Worker Hazardous Material Training program designed to inform rail workers about the types of radiological materials being shipped on the rails, the frequency of such shipments and the methods by which they can protect themselves from exposure.

The director of the program, Henry Jajuga, is a Brotherhood of Maintenance of Way Employes (BMWED) member who was a crane operator with Southern Pacific and served as President of BMWED Local Lodge 227. Jajuga first took a hazardous materials training course in 1998 at the NLC.

"I immediately fell in love with everything about the topic of hazardous materials," Jajuga said. Eventually becoming a HAZMAT trainer himself, Jajuga was a peer instructor at NLC before being hired in 2008 to direct the hazardous materials training program.

The program was created because there is predicted to be an increase in the amount and frequency of nuclear waste shipments in the United States. The volume of nuclear waste that needs to be stored is enormous, estimated to require more than 100,000 shipments. In total there are approximately 3 million packages of radioactive material and waste shipments every year.

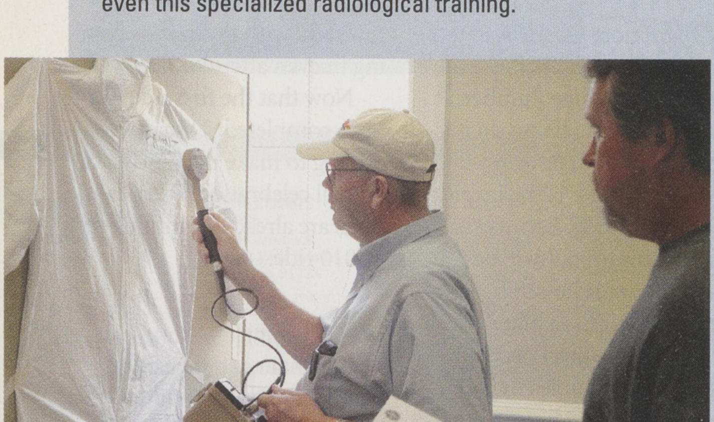
One of the goals of the BMWED has been to recruit more members to take the general hazardous materials course, or even this specialized radiological training.

2010 Schedule for Training Courses:

March 21-26
April 25-30
May 2-7

Online registration for rail workers is available at: **www.nlc.edu/~bcantrell/training_hazmat.htm**

For further information, contact Henry Jajuga, Program Director, at (301) 439-2440 or **hjajuga@nlc.edu.**



Car & Truck
BUYERS BEWARE
Free Consumer Info Here

Carbuyers Beware

Carhaul Members Fight to Save Jobs

Since mid-October, carhaul members have been fighting to stop the auto manufacturers' attempts to destroy Teamster jobs, and hundreds of members have stood outside dealerships across the country educating the public about the issue.

The automakers are attempting to drastically cut the amount of money they pay companies to haul cars. The cuts are unrealistic and will force Teamster-represented carhaul companies to go out of business. That would lead to cut-rate carhaul companies transporting the vehicles currently being hauled by professional Teamster drivers.

As part of the campaign to save professional carhaul jobs, Teamsters have been distributing fliers alerting the public to the risks posed to vehicles and to the public's safety when cut-rate companies haul cars with inexperienced drivers and inadequate equipment. The union set up a web site, **www.carbuyersbeware.com**, to educate the public as well.

Destroying Jobs

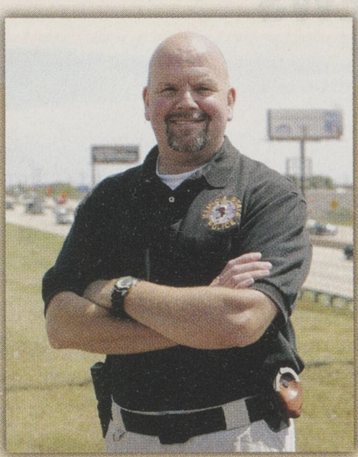
"The automakers are trying to destroy our jobs, so we all need to get out and handbill at dealerships," said Joe Thompson, a carhauler at Allied in Shelbyville, Ky., and member of Local 89 in Louisville. "Chrysler has already taken away our work here in Shelbyville. We all need to join together and fight to save our work."

In addition, the Teamsters released a report, "Damaged When Delivered? How Bailed-Out Auto Giants are Ripping Off American Consumers," a revealing look at the risks to vehicles and consumers when car companies use cut-rate and inexperienced carhaul drivers to transport new automobiles. Two safety groups, Consumer Action and Consumers for Auto Reliability and Safety (CARS), are supporting the Teamsters' campaign. Copies of the report have been delivered to every member of Congress, and dozens of members have signed letters in support of the Teamsters campaign. Also, more than 160 auto dealers have signed letters supporting the Teamster campaign.

For more information, visit **www.carbuyersbeware.com.**

Back On The Job

State Police Officer Returns to Work Following Extended Leave



A master sergeant with the Illinois State Police is back to work after Local 700 disputed a disciplinary decision that kept him off the job for 10 months. Expecting to recoup more than $100,000 in back pay, Tim Sebastian, a 26-year veteran police officer, had been prevented from working since September of last year. Following an incident that occurred while the officer was off duty, he was left to wait while the State Police Merit Board reviewed his case.

"The master sergeants of the Illinois State Police, a unit of approximately 300 officers, signed its first Teamster contract in October 2008," said Sebastian. "That means the Teamsters went to bat for me before our unit was paying dues or negotiated a final contract. The union understood early on how unnecessary it was for the Merit Board to prevent me from working."

"I'm a Teamster for life," Sebastian added.

Local 700 representatives are now working with the officer to reach a settlement on wages owed, including back pay, cost of benefits and interest.

"When a police officer is forced to take more than 30 days leave, he's put into a position where his health coverage and other benefits are no longer covered," said Becky Strzechowski, an Assistant Trustee at Local 700 in Chicago. "This Teamster member should never have been prevented from working for as long as he was and we will fight to ensure his sacrifices are recognized."

The Future Is Now

Local 117 Teamsters for Tomorrow hold Leadership Summit

Scores of Teamsters under the age of 35 came from all industries, curious to learn more about their union and eager to get involved. Some were visiting their union hall for first time; others had played an instrumental role in planning the event they were there to attend.

"Today you are making history," said Tracey A. Thompson, Local 117 Secretary-Treasurer, addressing the group as she kicked off the first-ever Local 117 Teamsters for Tomorrow Leadership Summit held at the local's headquarters in Tukwila, Washington in November.

The purpose of the summit, Thompson noted, was to educate younger Teamsters about their union, build solidarity and lay the foundation for the next generation of Teamster leaders.

The idea for Teamsters for Tomorrow originated in 2007 with a group of Teamsters who wanted to empower a diverse generation of young Teamster leaders through education, communication, and organizing. The group developed a mission statement and appointed regional leaders.

Learning Experience

Local 117 grabbed the Teamsters for Tomorrow concept and ran with it. Local 117 staff recruited a committee of volunteers who took the lead in setting the agenda and planning the event.

"It was a huge learning experience for me, just going to that first meeting," said Rokeda Rogers, a Local 117 member who was involved in the planning. "There are people from all walks of life and so many industries who are part of this one union. Anyone who has decided to join us has become a leader in their own right."

"I would like to see Teamsters for Tomorrow showing up at job fairs and working in the high schools," said Kevin Fulmer, a Local 117 member. "We should focus, not just on current members, but on future members as well."

For more information, visit **teamstersfortomorrow.org.**

Teamsters for Tomorrow
Local 117 Washington
The next generation of Teamster leaders
www.teamsters117.org

In The Pipeline

IBT and Pipeline Contractors Discuss Finding Work and Training

If you are looking for work in pipeline construction, there is a new web site designed specifically to make it easier to find jobs and learn what is new in this growing field. The new site, **www.teamsterspipeline.com**, provides members with valuable tools and information regarding pipeline work, training and general news. In addition, the new site also works to match workers with jobs and training through an exclusive database.

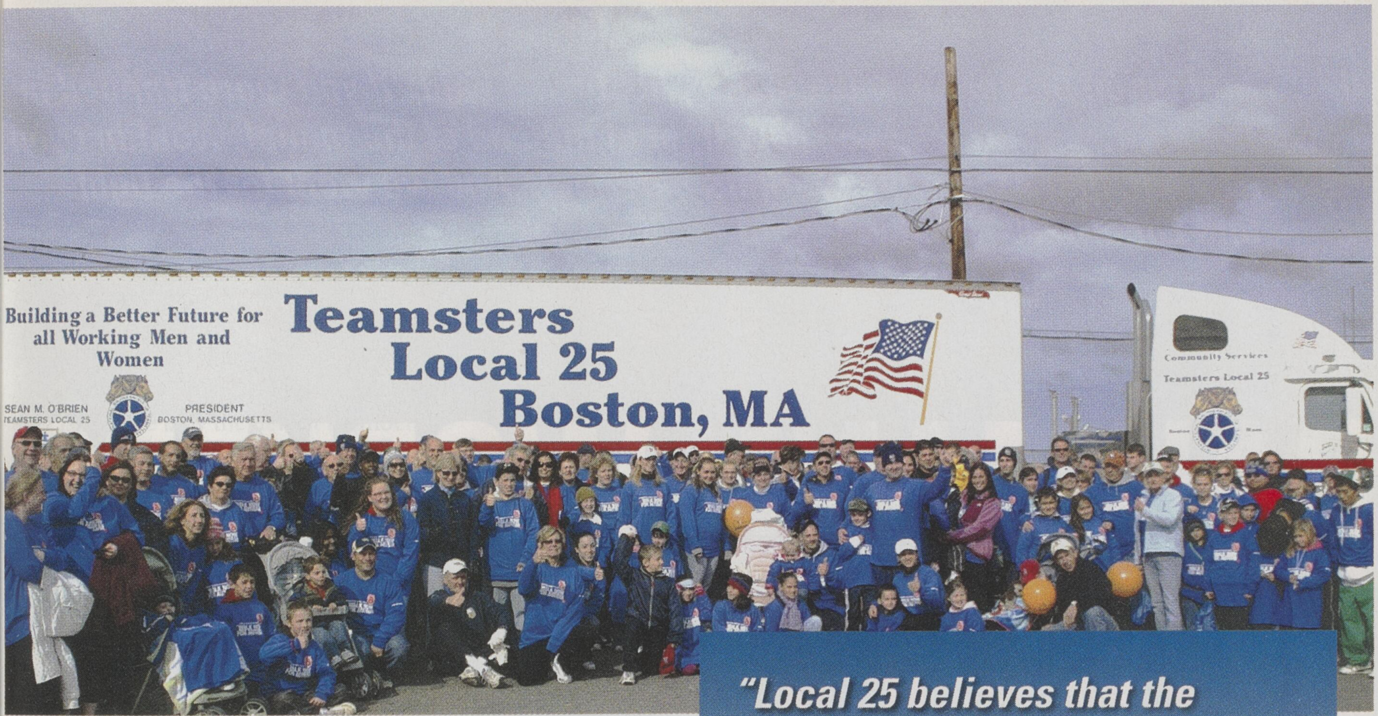
Just prior to launching the site, the Teamsters National Pipeline Training Fund (TNPTF) and the Teamsters National Pipeline Labor Management Cooperation Trust (TNPLMCT) coordinated a meeting with several pipeline contractors. The purpose of the meeting was to discuss training needs for pipeline construction scheduled in 2010 and to review the newly developed Teamster pipeline industry web site.

"This was the first time we sat down with a group of contractors to review their training needs and critique the training that was currently being provided," said Ed Jacobson, Director of the Teamsters Building Material and Construction Trade Division. "The contractors have a continuing concern regarding workers who have all the necessary regulatory qualifications and sufficient experience to perform the difficult driving tasks required to haul pipe on a steerable stringer trailer. Contractors would like the Training Fund to consider giving priority to applicants for training that have had their commercial driver's license for three years with experience driving in the construction industry."

Although not a specific requirement, the contractors also wanted the Training Fund to encourage all pipeline construction workers to obtain a Transportation Worker Identification Credential (TWIC) card. The reason behind obtaining this card is that many "racking" operations take place in port facilities and rail yards regulated by the Maritime Transportation Security Act of 2002. Without this credential a Teamster driver or worker may not be able to enter the facility where pipe is being picked up. This credential may enhance the workers ability to obtain work.

Another area discussed was enhancing the curriculum to provide a strong emphasis on Stringer Truck tail swing. Tail swing is very dangerous, especially in populated areas. A majority of the accidents that occur with Stringer Truck involve the overhanging pipe hitting other vehicles, signs and power poles.

www.teamsterspipeline.com provides members with valuable tools and information regarding pipeline work, training and general news. In addition, the new site also works to match workers with jobs and training through an exclusive database.


Building a Better Future for all Working Men and Women
Teamsters Local 25 Boston, MA
SEAN M. O'BRIEN TEAMSTERS LOCAL 25
PRESIDENT BOSTON, MASSACHUSETTS
Community Services
Teamsters Local 25

> *"Local 25 believes that the community as a whole is an integral piece of the puzzle in taking us one step further toward finding a cure for autism."*
>
> — SEAN O'BRIEN, LOCAL 25 PRESIDENT

Autism Advocacy

Local 25 Raises Money for Autism Research

Gerry Wright, a member of Local 25 in Boston, and his wife Sarah never realized there was anything wrong with their son Austin. A seemingly normal child, Austin was happy, healthy and had developed physically at the same rate as other children his age. The only thing that caused a pediatrician to believe something might be amiss was the fact that Austin was a late talker.

Tests were done and at 2-and-a-half years old, Austin was diagnosed with autism, a neural development disorder that affects social interaction and communication. It is estimated that one in 91 children are diagnosed with the disorder annually.

"It was probably the worst thing that could have happened," Wright said with hesitation in his voice. "I realized my kid would never get to experience things like little league or Boy Scouts. But, you have to make the best of it."

And that's exactly what the Wrights have done. Now 13 years old, Austin finds communication difficult but he has thrived thanks to lessons from a private school for children with autism, loving parents and support from more than 11,000 Teamsters.

Leading the Charge

For the past three years, Local 25 has made autism their charity of choice. Working in conjunction with Autism Speaks, the nation's largest autism advocacy group, Local 25 has raised more than $300,000 for autism research and prevention. Each year the local participates in an annual Autism Speaks walk and hosts a gala at a Boston hotel.

Local 25, headed by President Sean O'Brien, is now leading the charge in support of an autism insurance bill reform which, if passed by the Massachusetts legislature, would require private health plans to treat autism as a medical condition. Under the bill, autism coverage would cost just $2.28 per member per month. Fifteen states have already passed similar legislation.

"Local 25 believes that the community as a whole is an integral piece of the puzzle in taking us one step further toward finding a cure for autism," O'Brien said.

For the Wrights, the support shown to them by Local 25 members and O'Brien has been overwhelming.

"There needs to be more people like Sean O'Brien—people who step up to a challenge like this and do something about it," Wright said. "When you're faced with something like autism, life can be a challenge, but thanks to support from Local 25 members, I feel like there isn't anything my family can't accomplish."

Those interested in supporting autism research are encouraged to attend Local 25's "Light Up the Night for Autism" gala at the InterContinental Boston on April 10, 2010. Tickets are $60 and special room rates apply.

More information can be found at **www.teamsterslocal25.com.**

"I told that union buster he was wasting his time. I said, 'If you were trapped i a coal mine for 15 years and you saw light at the end of the tunnel, wouldn't yo go for it? Well, that's what the workers here feel.' And we went for the light— Teamsters Local 1205—and we won!" — JULIE ASSABI

BAUMANN WORKERS UNITE!

1,700 Bus Workers Join Local 1205

SCHOOL BUS
SCHOOL
2266
54287-BA

THEIR GOAL WAS IN SIGHT and nothing was going to deter these workers from what was rightfully theirs. They had worked hard for it, and finally, it was their turn. They were going to become a part of labor history—they were going to become Teamsters.

More than 1,700 bus workers with the Baumann transportation companies on Long Island are now the newest members of Local 1205, headquartered in Farmingdale, New York, after voting 906-644 in favor of Teamster representation in an election conducted by the National Labor Relations Board.

This is a truly historic election, as only 26 certification election victories have taken place for bargaining units of 1,700 or more employees through the National Labor Relations Board in the past 20 years. This is one of those victories.

"I'm crying. I'm so happy. Power is now in our hands!" said Maria Romero, a driver's assistant, upon hearing the news.

The drivers, driver assistants and mechanics employed by the Baumann transportation companies—Baumann & Sons Bus, Alert Coach, Acme Bus and Brookset Bus—work at nine locations throughout Long Island. These workers, who provide school bus and other transportation services, prevailed in gaining Teamster representation by standing strong against an aggressive anti-union campaign waged by the private company, which has a combined revenue of more than $100 million per year. They were fearless in their resolve to make a positive change in their working lives—to gain fair pay; an end to the shorting of their paychecks; affordable and decent health care; respect and fairness on the job—and to vote Teamsters in order to make that happen.

"I've never seen such a show of unity in my life," said Bill Morse, a driver at the Coram location. "We need better wages, better treatment and a better understanding of what we do. We carry the most precious cargo in the world; there is nothing more valuable than our kids."

"People said you could never get a union in here. The Teamsters just moved an immovable mountain. I felt from the beginning, if it was going to be done right, it had to be done by the Teamsters. We want a fair deal, and now, with Local 1205, we know we're going to get one!" said Fred Mentesana, a mechanic at the Copiague yard.

thony's H.S.
To
sewogue
Pt. Jeff
TEAMSTERS
LOCAL
1205

"We are the heart of this company and we don't get respect. I've been working for a long time and I have never seen an employer treat their workers the way that we've been treated," said Pamela Mason, a driver at the Bohemia yard. "We need the Teamsters so we can have respect, decent wages and affordable health care. These are all long overdue. I knew we would have our Teamsters Union!"

Fighting for Justice

"These workers stood up for what is right and came together to fight for justice and dignity. They are an example of what workers can do when they stick together and we're honored to represent them," said Jim Hoffa, Teamsters General President.

The tenacity and determination of the workers was evident throughout their tough campaign to join Local 1205, a local that already represents school bus workers at First Student. With this victory, Local 1205 has more than doubled its membership.

"These hardworking Long Islanders showed great courage in the face of illegal threats, bully tactics, and massive lies put forward by their employer, as Baumann tried to scare them away from voting for their best interest," said Timothy Lynch, President of Local 1205. "Now, with the workers' growing unity and sense of the economic justice they deserve as human beings, I have no doubt that together we'll be able to negotiate a union contract that will greatly improve their lives."

Over several months of organizing, many of the workers attended committee meetings; spread the word among their coworkers; house called; and devoted a great deal of time to the cause of creating a better life for themselves and their families.

In October, the workers filled a large auditorium in Farmingdale, near the Local 1205 headquarters, and the crowd overflowed into the streets. The sea of brightly colored rally signs stated, quite simply, what the workers were seeking: "Dignity" and "Respect." More than 800 people attended, including Baumann, Acme, Brookset and Alert workers, many Teamster members and other labor supporters from all across Long Island, including unionized bus company workers and more.

Throughout their campaign, the Baumann workers had the support of a broad range of prominent political, community and faith leaders in their efforts to join Local 1205. At the rally they heard from President Hoffa; Sen. Chuck Schumer (D-NY); Rep. Steve Israel (D-NY); Leg. Bill Lindsay (Suffolk County, 8th District); Leg. Kate Browning (Suffolk County, 3rd District); Leg. David Mejias (Nassau County, 14th District); John Durso, President of the Long Island Federation of Labor; and International Union Vice Presidents Fred Potter and Dan Kane.

THE UNION RIGHT

The Employee Free Choice Act is critical legislation that will help level the playing field and give workers the right to seek union representation free of intimidation from their employers. Workers at Baumann, Acme, Brookset and Alert overcame coercion from the company, but not every group of workers can withstand intense pressure and bullying from their employer. Until the Employee Free Choice Act becomes law, workers will continue to face the many anti-union tactics that employers put into practice. The strategies used by Baumann included:

- Consultants hired from the so-called Labor Relations Institute—a company that provides "union avoidance consultants" to help employers beat down workers' efforts to form a union. These highly paid consultants presented themselves as if they were National Labor Relations Board agents or neutrals;
- A forced-listening program of captive audience meetings;
- Threats of deportation among the immigrant work force;
- Statements made that even if the union won, the company's owner, Ronald Baumann, would not bargain;
- Management promises that working conditions would improve if the workers voted "no" to the union; and
- Lies about the Teamster Constitution and local union bylaws to try to scare workers into not joining the union.

SCHOOL BUS
220
UNITED

'We Are Human Beings'

"My family was a union family. We were poor and the union movement helped me and my family get ahead. I was, am now, and will always be in labor's corner. Now I want to know what we're going to tell the Baumanns—we're going to tell them: 'Union! Union! Union!'" said Sen. Schumer at the rally. In his speech, Schumer also stressed the importance of passing the Employee Free Choice Act in Congress in order to protect workers' rights to form their union free of intimidation from their employer.

"I think this rally woke up a lot of people. It showed that we have strength," said Sal Alini, a driver from the Copiague yard.

At the rally, the Baumann workers had the opportunity to take the stage, to make their voices and concerns heard.

Wilfrid Pierre Pierre, a driver at the Bethpage yard, spoke passionately about the need for the Teamsters in his workplace.

"We need to stand up for our rights. Baumann should respect us as employees, but they don't. They treat us all differently. They treat the Haitians differently, like we are less valuable as workers. They cut our hours. We don't even have a decent bathroom at work. This is unacceptable. We are human beings and we deserve to be treated with respect," Pierre Pierre said. "I want Mr. Baumann to know that we are not afraid. We will hold our heads up high and nothing he can do will make us back down."

Standing Up for Truth

It was no small feat for the workers to ha held their heads high given all the resistance they faced from management as th worked to form their union. The compa employed 13 high-priced union busters in an attempt to frighten workers into voting against the union. Workers were required to attend captive audience meetings held daily at each of the yards. It is estimated that over the course of the campaign these "union avoidance consultants were paid more than a million dollars by Baumann to tell workers lies about the union—including the outrageous claim that non-U.S. citizens cannot legally vote in the union election or become member of the Teamsters Union, a tactic meant to intimidate the more than 500 immigrant employees.

Workers spread the truth to their coworkers via fact sheets translated into Spanish and Creole. And the Long Island Immigrant Alliance wrote a letter to the workers, assuring them of their legally protected right to vote for the union and Local 1205's strong history of fighting for all workers, regardless of national origin.

To date, 12 unfair labor practice charges have been filed with the NLRB against Baumann for violations of federal labor law during the organizing effort on Long Island.

"The owners spent a lot of money trying to have us not vote for the union—

that's a fact. For corporate America, we workers don't matter. It's all about the bottom line. But now, with our having union representation, the owners have to listen to our concerns!" said Doug Rogers, a driver at the Northport yard.

"I told that union buster he was wasting his time. I said, 'If you were trapped in a coal mine for 15 years and you saw light at the end of the tunnel, wouldn't you go for it? Well, that's what the workers here feel.' And we went for the light—Teamsters Local 1205—and we won!" said Julie Assabi, a driver in Bohemia.

On Our Side

The lies from the union busters were effectively countered by Local 1205 members who know first hand the benefits that come from Teamster representation—members like Cliff Roode, a Local 1205 shop steward at First Student's Shoreham yard.

"Comparing our Local 1205 contract to what we used to have before the Teamsters is comparing day and night," Roode said. "Things have improved tenfold. Our wages and benefits are so much better. Our members are so pleased to have Local 1205!"

The support and encouragement of these members was critical to the Baumann workers' efforts to mobilize and organize. The workers' success in organizing was made possible by a joint effort among themselves, the International Union, Local 1205, the Teamster membership and labor community in Long Island, and through engaging the wider political community in the cause.

The Baumann Monitoring Commission, a volunteer commission made up of five key community leaders throughout Long Island, stood up for the workers' right to organize free of interference and intimidation from their employer, holding a press conference and delivering a report that demanded justice for the Baumann workers.

More than 40 prominent political and community leaders also signed an "Appeal for Justice" to Baumann, urging the company to respect the workers' right to organize.

New York Governor David Paterson sent a letter and called company owner Ronald Baumann directly to convey the message that "the freedom to form and join unions is a fundamental human right protected by our state's and nation's labor laws."

The workers made clear that they would not tolerate intimidation, leading a delegation to march on the boss, and delivering a letter that called on Baumann to respect their rights to form a union in an atmosphere free of coercion, discrimination and intimidation.

Now that they have won their fight, and their union, the workers are looking forward to the future—to negotiating for improvements and for a better workplace.

"We got someone on our side now. We've got the Teamsters," said Elemenise Bennett, a driver from Farmingdale.

SCHOOL BUS CAMPAIGN KEEPS ROLLING!

The Teamsters' "Drive Up Standards" campaign to organize private school bus and transit workers nationwide recently reached a major milestone, organizing 20,000 FirstGroup workers since the campaign began in 2006. The campaign's big fall offensive, where elections were held at about 20 yards, was a big part of this milestone.

The Teamsters now represent more than 30,000 FirstGroup and First Transit workers nationwide. FirstGroup is the parent company of First Student, which serves many school districts nationwide. FirstGroup is the third largest Teamster employer.

The campaign has been expanded to include Durham-National Express workers and achieved major success with the recent victory for 1,700 workers at Baumann Bus in New York. Drive Up Standards is a national campaign to improve safety, service and work standards in the private school bus and transit industry.

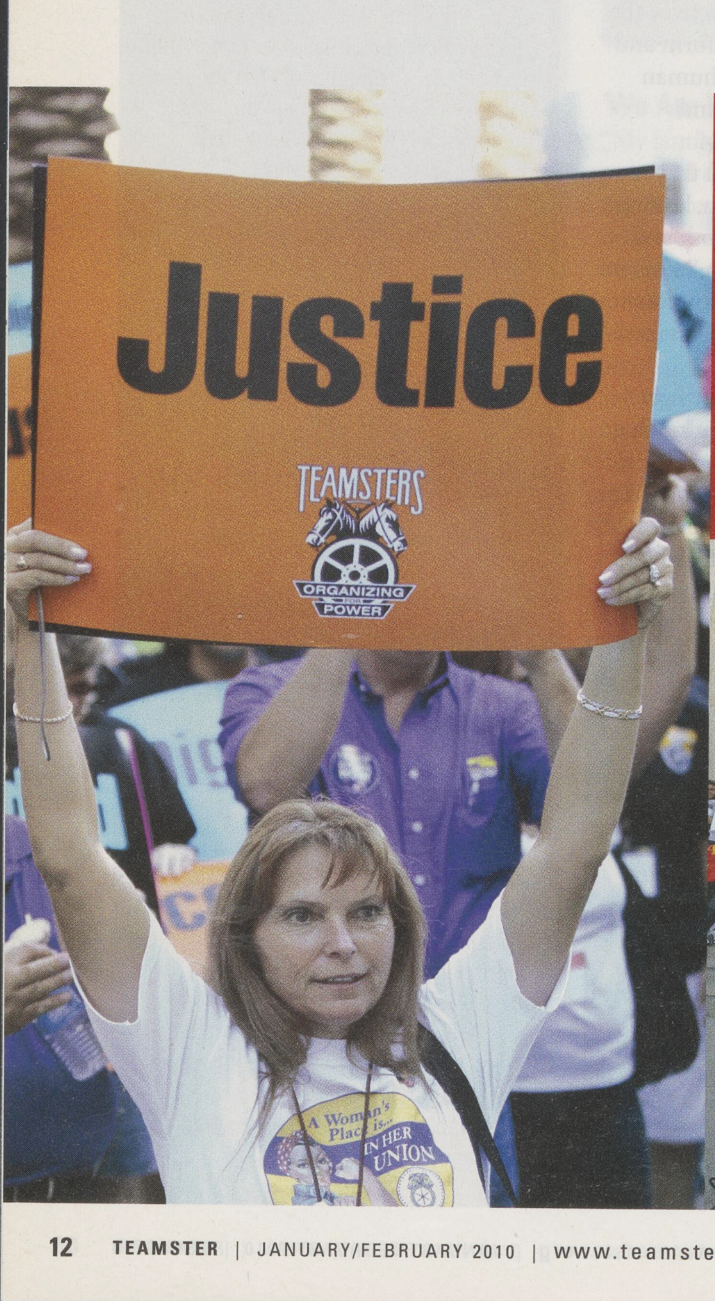
"This campaign has been successful because school bus and transit workers are building a movement for change. At this point I don't think anything can stop their movement for a better workplace, job security, safety and respect." said Jim Hoffa, General President. "We look forward to representing these workers as we win even more organizing victories."

"From Alaska to Florida, we're building a movement of workers empowering themselves to win real improvements," said Jeff Farmer, Teamsters Organizing Director. "This campaign is bringing these workers into the middle class. Our goal is to organize this entire industry."

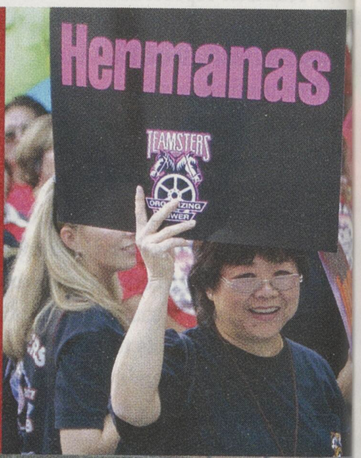
Main issues for the workers have been achieving a better workplace, respect, job security, better and affordable health care, better wages and better safety standards.

CELEBRATING DIVERSITY

1,000 TEAMSTER WOMEN ATTEND ANNUAL CONFERENCE


Justice
TEAMSTERS
ORGANIZING FOR POWER
A Woman's Place is... IN HER UNION

> *"I've never met so many strong, independent women in one place."*
>
> — TERRA LAX, LOCAL 995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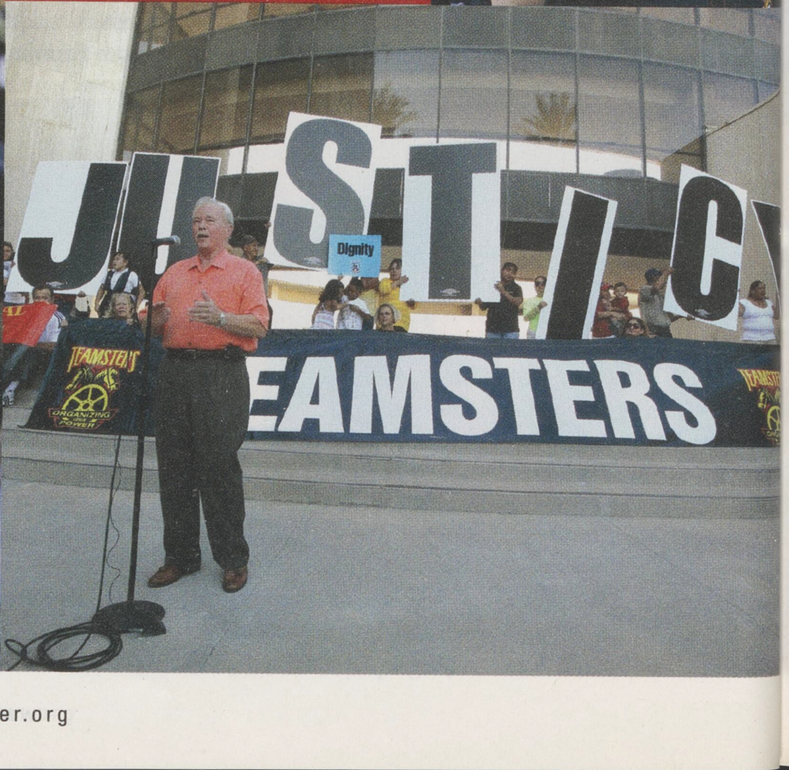

JU S T I C
Dignity
TEAMSTERS
ORGANIZING FOR POWER

Regina Alexander, a licensed practical nurse, recently joined 1,000 fellow Teamsters at the 2009 Teamsters Women's Conference, in part because she has benefited from Teamster membership and wants to help make a difference in the lives of other workers.

"The first benefit the Teamsters gave me in my job was to save me and 35 of my coworkers who were about to be laid off before we organized," said Alexander, a member of Local 332 in Flint, Michigan. "I recognize that Teamster women are powerful, knowledgeable and awesome, and we need to get every possible person represented by the Teamsters by going out into our communities and getting involved."

Teamster women like Regina Alexander recently traveled from throughout North America to take part in the ninth annual Teamsters Women's Conference. The three-day event, themed, "Teamster Women: Raising the Stakes," focused on the current condition of the economy, as well as strategies for organizing, strengthening labor laws and building strong union workplaces. The well-attended conference featured a packed schedule of speakers, educational workshops and a major rally at Las Vegas City Hall in support of 30 Republic Services recycling workers who had been fired while working to organize with the Teamsters.

The attendees heard from a multitude of special guest speakers, including General President Jim Hoffa; General Secretary-Treasurer Tom Keegel; and U.S. Secretary of Labor Hilda Solis, among many others.

"'Raising the Stakes' means being involved and being active. It's about your involvement as a Teamster to make this union better and make America better. It's time to change America," Hoffa said.

Magnitude of the Moment

Solis spoke passionately about the fight for workers' rights and expressed her belief in the Teamsters Union's power to effect change in America.

"The magnitude of this moment is not lost on me at all. What a wonderful country this is where the daughter of a Teamster shop steward can go on to be a cabinet secretary for one of the greatest presidents," Solis said. "In many ways, I feel very close to this union. It was my father's membership in the Teamsters that allowed my family and my six brothers and sisters to have health care benefits and a good life."

Solis praised Teamster women for their hard work ethic and involvement in helping workers, and she spoke about the role of the Department of Labor in the new administration.

"I want the Department of Labor to be for the women in this room, for everyone," Solis said. "I want to really open it up so people understand that the Department of Labor is on your side and we want to invest in the best resource I know—and that's workers and that's women."

Attendees also heard from General Secretary-Treasurer Keegel, who is celebrating his 50th year as a Teamster.

"If you give a woman an opportunity, you'll not only get 100 percent, you'll get 125 percent, and she'll get the job done," Keegel said. "We're at war with corporate greed and worker exploitation. We're fighting for the American Dream and we all need to participate."

The Women's Conference also welcomed its new leader this year. Cheryl Johnson, who served as Director of the Women's Conference, among numerous other responsibilities, retired this summer and was succeeded in this role by Sue Mauren, President of Joint Council 32 and Secretary-Treasurer of Local 320.

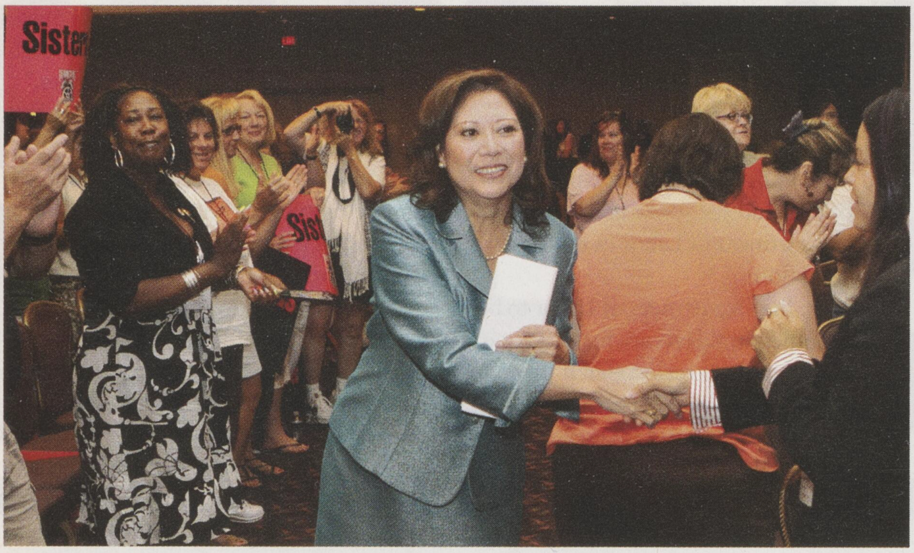
"'Teamster Women: Raising the Stakes' means that all of us who are leaders in this union must fight for working families," Mauren said. "It's our job to make sure this economic recovery is about worker need and not Wall Street greed. It's about passing the Employee Free Choice Act so every worker has a right to join a union and get a good contract. It means each and every one of you in this room needs to capture the energy and enthusiasm from this conference and bring it back home to raise the stakes in your local unions, communities and the political arena."

The Teamster women also received a warm welcome from guest speaker Oscar B. Goodman, the mayor of Las Vegas. Other special guest speakers included CNBC's Karen Finerman, who spoke about the financial crisis and prospects for economic recovery, as well as Barb Byers, Executive Vice President of the Canadian Labour Congress.

Community of Members

"I'm honored to be here and glad to have the conference come to my hometown," said Terra Lax, a member of Local 995 and a room reservations agent at Bally's Hotel, where the conference was held. "I've never met so many strong, independent women in one place."

Kathleen Treglia, a Local 995 member with YRC, gained a sense of support from her fellow Teamster women at the conference.



“I came from Ohio and took it for granted until I moved here to Nevada, a so-called right-to-work state. The great thing about this conference is it educates women, so we don’t feel like we’re all alone in our situations; we know there are women to support us,” Treglia said.

“To be a Teamster is to be a part of a community,” said Jeanne Fox, an eight-year logistics worker with Local 959 in Anchorage who attended her first Women’s Conference. “With the Teamsters you’re getting everything—equal rights, benefits, health and welfare, things you might not have with the company to begin with, and Teamster women are in very important roles.”

Making a Change

With an appreciation for their union, Teamster women came to the annual conference eager to learn how to become more involved and recruit others in helping achieve rights for working men and women.

Teamster women moved into action by rallying at the Las Vegas City Hall for justice for recycling workers who had been fired while organizing with the Teamsters, and later raised more than $3,800 to assist these workers and their families.

“The rally was exciting; it was a huge adrenaline rush,” said Deidre Walker, a member of Local 728 who works as a driver for the film industry in Atlanta. “We all came together as Teamsters, chanted, expressed concerns and basically rallied for the cause so hopefully they can have change real soon and get their jobs back.”

Bringing the Power

For those women returning to the conference after attending in years past, the event was an opportunity to encourage the involvement of other Teamsters in their union.

“The more women we get involved, the stronger our union becomes because I’ve seen that women will put it on the line for what they believe in,” said Mary Faragher, a member of Local 839 in Pasco, Washington.

“The way we advance in the work force is mentoring. If you can move one person, that person moves someone else,” said Lynnice Spikes, a UPS driver and shop steward with Local 407 in Cleveland. “‘Raising the Stakes’ means taking back home the educational experiences I’ve had here and encouraging my coworkers to go on and speak to someone else that they may know, to empower them.”

Teamster women are also raising the stakes by expecting more from themselves, and they are stepping up to the plate to take on even greater leadership roles.

“This conference really gets me pumped up to be more of a leader. Since the last conference, I’ve gotten women involved and have two of my sisters with me this year. I can see them being empowered and feeling what I was feeling last year. It’s wonderful,” said Carrie Bateman, a 23-year Teamster with Local 886 in Oklahoma City.

“Right now I’m a union steward, but in the future I want to become chief steward and join more ladies together. Being a woman, I want to bring power to wome and that’s why I’m here,” said Pushpinde pal Toor, a member of Local 419 in Miss sauga, Ontario, Canada.

In taking on greater leadership roles, Teamster women had many accomplishe women to look up to as role models at th Women’s Conference, including Solis.

“To hear Hilda Solis speak was very motivating, especially as a Latina woman. It’s motivating to know that sh could reach the rank of labor secretary,” said Gabriela Molina, a shop steward at UPS and member of Local 63 in Covin California.

“It’s awesome to see a woman as U.S. secretary of labor and it makes me think that, ‘Hey, you’re not too old; race isn’t a issue; you can accomplish anything if yo want to.’ I believe Hilda will get a lot don and I support her in her position,” said Edith Dunlap, a bus driver with First Student and member of Local 728.

Future Leaders

The Teamster leaders of the future also ha the opportunity to meet again at the Wom en’s Conference this year. It was at the 200 Teamsters Women’s Conference where Teamsters for Tomorrow, a group that is actively working to build and encourage the involvement of Teamster youth in the future of the union, was formed.

“Although Teamsters for Tomorrow is Teamsters 35 and under, it takes each and every one of you in this room to build ou future,” said Renee Hinson, a co-founder of the group and Southern Region representative, to the audience. “We’re working to put together youth summits, to help out in the community, to reach students and let everyone know the difference that being a Teamster makes.”

Whether they’re mentoring a coworke enlisting the support of young workers, rallying for a cause, or taking on a positio of leadership, Teamster women are raising the stakes in their own ways.

“Teamster women are forever strong and vocal,” said Kathy Peak, a graphic artist with Local 89 in Louisville, Kentucky. “Teamster women are always out there ready to help, organize, fight for workers’ rights and raise the stakes even higher.”

TNBC Heeds Obama's Call For Change

Organization Moves Beyond Expectations

When Mark Williams, a member of Local 853 in San Leandro, California, walked through the doors of this year's Teamsters National Black Caucus (TNBC) Convention in New Orleans, he didn't know what to expect.

Although Williams has been a Teamster for 19 years, he never before attended a TNBC conference. The 34th annual event opened his eyes to a world of hope, change and empowerment. Impressed by what he found, Williams is hoping to make the conference an annual tradition in his life.

"It's overwhelming to be surrounded by so many positive people, in such a positive atmosphere," Williams said, adding that he found the conference to be extremely educational. "I feel proud to be here and I'm definitely proud to be a Teamster."

Williams' sentiments were echoed by many who attended this year's conference—and that's no coincidence.

Beyond Expectations

A group that has always been dedicated to education, outreach, empowerment and equality, the TNBC is taking their mission a step further thanks to the new leadership of Al Mixon, Secretary-Treasurer of Local 507 in Cleveland, Ohio. Elected chairman of the TNBC last year, Mixon wasted no time implementing new strategies to the way the caucus is run.

Focusing on the theme of "Moving Beyond Expectations," Mixon made subtle yet positive changes that influenced the entire look and feel of the caucus. Some of the most significant changes made attending the conference easier for delegates and members by reducing costs and shortening the event from five working days to three.

The results were phenomenal. More than 400 members and delegates attended this year's conference, making it one of the most successful in TNBC history.

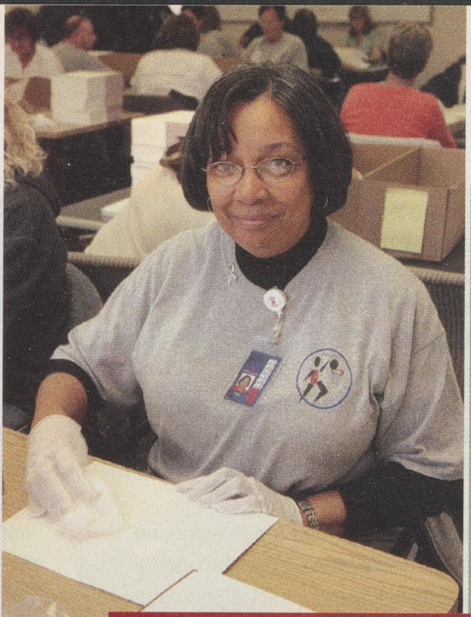
"Each year the TNBC grows and becomes better, but this year was a real turning point," said Julian Alexander, executive secretary for the Central Region and six-time TNBC attendee. "In the past we've strived to make changes, but this year change is really happening. This conference has realistic values and the leadership has set reachable goals."

Those goals are strongly influenced by two factors: President Barack Obama's call for change and a new, strong partnership with the Teamsters Human Rights Commission (HRC), directed by Antonio Christian. According to Mixon, the future of the TNBC is dependent upon cooperation with the HRC.

"Teamsters recognize that diversity is strength and without one, we cannot have the other," Mixon said. "There is no future without a past and if we are going to have a strong future, we must work together now."

For TNBC participants, the strengthened partnership only meant one thing: more diverse workshops that centered on the core principals of each organization.

"I was struck by the quality of workshops that were offered and the points made by presenters," said Jerry Robinson, a 26-year member of Local 71 in Charlotte, North Carolina. "Based on the information presented in these workshops, I feel that we are on the right track. Our president really knows what the members want and what this caucus needs to survive."



Teamster Christmas

Local 89 Teamsters Produce White House's Christmas Card

AMERICAN GREETINGS

TEAMSTER PRODUCTION specialists at American Greetings in Bardstown, Kentucky had an extraordinary incentive to produce 250,000 perfect Christmas cards last November. They were the official 2009 White House Christmas cards.

"It's pretty special," said Ben Bramble, business agent for Local 89 in Louisville, Ky. "There's a lot of work that goes into it."

After an eight-year hiatus, the American Greetings plant again printed White House Christmas cards with the Teamsters logo on the back. About 525 Teamsters make American Greetings cards at the plant in Bardstown, a historic small town about 40 miles southeast of Louisville. Teamsters have represented these workers for about 25 years.

The workers make most American Greetings cards, though a few are made in China (before you buy one, check the back of the card to see where it was made).

High Quality

Roger Vittitow has worked with greeting cards for 13 years at American Greetings as a production specialist. He's certain the team that produced the White House card made the finest cards possible.

"These are the best I've seen," Vittitow said.

The average person might not grasp the high quality of the White House card, but Vittitow does.

"The paper, the art that went in it, they were really good," Vittitow said. "People that do cards can see. We're giving the Obama team good-quality cards."

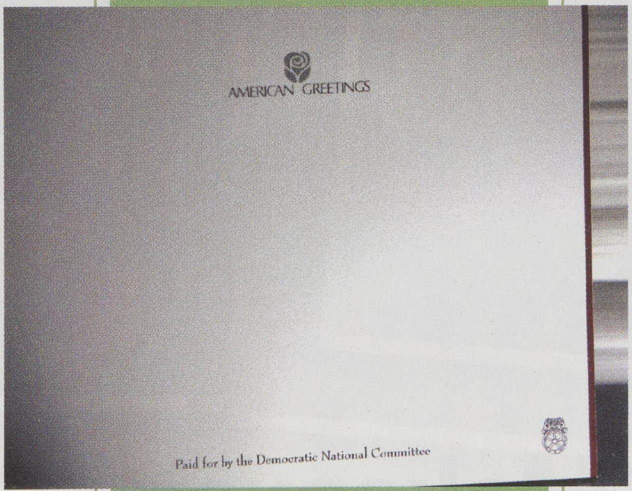
Each of the cards was folded by hand and visually inspected to make sure there weren't any dings or tears.

"You don't want a card to be on 'Good Morning America' and have it be known it wasn't good-quality Teamster work," Vittitow said.

The Politics of Christmas Cards

It was especially gratifying to Vittitow because he voted for Obama. So did Sadie Willett, who gets a special enjoyment from working on the president's card. Like Vittitow, Willett was employed by American Greetings during the 1990s and had worked on the card for the Clinton White House.

"I did Clinton's cards, I did several of them," Willett said. "I just enjoy doing them because they are the president's card and we feel very fortunate we were able to do them."



> ***"We worked hard to get it back because it's such an honor. We're proud to get that work back."***
>
> — FRED ZUCKERMAN, LOCAL 89 PRESIDENT

Both Local 89 and Local 52 in Brook Park, Ohio printed the official White House Christmas card during the Clinton administration.

The Bush administration switched to a nonunion greeting card manufacturer during its first year in office and never went back to American Greetings. The Teamsters did all they could to get that business back in union-made hands. "We put a lot of work into it," Bramble said.

Teamsters General President Jim Hoffa sent a letter to the White House urging the Obama administration to again have the White House cards printed by union members.

Local 89 President Fred Zuckerman worked with two Democratic congressmen from Kentucky, John Yarmuth and Ben Chandler, to help persuade the White House to choose American Greetings. Gov. Steve Beshear also lobbied to bring the printing job back to Kentucky.

"We worked hard to get it back because it's such an honor," Zuckerman said. "We're proud to get that work back."

This isn't the first time Local 89 members got work from President Obama. He turned to the American Printing House for the Blind (APH) to translate the official presidential inauguration guide into Braille. APH is a Local 89 employer in Louisville.

'A Good Place to Work'

The production specialists were specially chosen according to seniority. They had to promise perfect attendance for the long days they'd be producing the cards.

The cafeteria was secured, and the workers were all asked to keep secret information about the card. Photographs of the cards were strictly forbidden.

"We were all told, 'No cameras allowed inside,'" Willett said. "We weren't allowed to take any out, no photos. But I don't think anybody would do anything like that."

Willett should know. She's been at American Greetings for 25 years.

"I think we're very fortunate to have American Greetings in Bardstown," Willett said. "I've been there 25 years and it's special in itself. I hope it stays another 25. It's nice to have a good place to work close to home."

"They all do their jobs exceptionally well, but printing the official cards for the White House was always a great source of pride," Bramble said.

"The Teamsters at American Greetings are all hardworking and dedicated people," Bramble said. "They really want their fellow Teamsters to know if you buy greeting cards, please buy them from American Greetings."

STERS
L 120
labor must fight to protect!

Extreme MAKEOVER HOME EDITION
TEAMSTERS
INTERNATIONAL BROTHERHOOD OF TEAMSTERS
LOCAL 120
ST. PAUL, MINNESOTA

Extreme Makeover: Teamsters Edition

Local 120 Plays Big Role in St. Paul Home Makeover

THE LIFE OF A ST. PAUL, Minnesota family changed forever thanks to "Extreme Makeover: Home Edition" and Local 120.

On October 2, Sandy Morris, who runs a daycare center out of her home, was surprised by Ty Pennington and told she and her two children would be the recipients of a new home in just seven days.

At the end of those seven days, thousands of people played parts, both large and small, in helping a deserving family start a new life. It was a week full of hard work, cold rain and camaraderie. It was also a chance to show that Teamsters are a huge part of every community in which they work, taking pride in their jobs, their neighborhoods and their skills.

"Extreme Makeover: Home Edition" features a family going through some sort of hardship in each episode. The show's producers coordinate with a local contractor to get the job done. In this case, the local contractor was TJB Homes Inc., and they immediately got in touch with Brad Slawson Jr., President of Local 120 out of Blaine, Minnesota.

Local 120 coordinated getting Teamster employers on board with the project, plus tools, donations and more. The local turned out volunteers, donated supplies and got Teamster employers involved to the point where 80-90 percent of subcontractors working on the show employed Teamsters.

Teamster Employers

By the time the demolition of the old home was scheduled to take place, Local 120 had lined up hundreds of thousands dollars in donations of labor and supplies

"Our employers and members have stepped up to help a family in need," Slawson Jr. said. "Even in these tough economic times, they realize that they ca make a difference.

Local 120 donated tools used in the build, plus had their tractor-trailer and volunteers from the local on site to help out whenever they were needed. These Local 120 companies were major contributors to the project, including:

- USF Holland provided three trailers fo storage purposes;
- US Foodservice contributed a week's worth of snacks and beverages for the volunteers;
- Sysco provided the equivalent of six meals a day for the crew;
- Supervalu made a refrigerated truck available for the worksite and filled the fridge and pantry in the new home;
- Nitti Rolloff provided dumpsters for waste removal;

T43
McNamara
Contracting
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- Cemstone donated cement;
- McNamara provided the blacktop driveway;
- Marathon Petrolium donated a free year's worth of gas to the family, plus $3,000 in diesel for the equipment.;
- Tamarack Materials supplied sheetrock; and
- Sedgewick provided heating and air conditioning equipment.

96 Hours to Build a Home

The neighborhood was bustling with activity for several blocks around the job site. Handmade signs welcoming the show's crew and the volunteers were propped up in windows. Crowds of sightseers, sometimes in the hundreds, were bussed in to watch the progress. And that's not even mentioning how much activity was going on at the build site.

"One hour here is equivalent to two days on a regular job site," said Jason Budzynski, Vice President of Operations for TJB Homes.

The rebuild had to be done in 96 hours, but with a crew of 3,000 staffers, workers, volunteers and others, the build was efficient and smooth—except for the chilly rain that soaked the job site, and everyone in and around it, for more than a full day of the build.

"Local 120 is proud that its members and their employers have given so much to help this family and their community. Working together, we can put this recession behind us one house, one neighborhood, one city at a time," Slawson Jr. said.

Devoted Workers

"It's a beautiful house, it's amazing, it's a beautiful house," said Morris, the subject of the show, shortly after seeing her new completed home.

She also spoke highly of the volunteers who helped with the house, but she wasn't the only one talking about the devotion of those working on the house and in the neighborhood.

"I know everybody on the street; she's a good mother and a pretty special person," said Hugh O'Kane, a resident of the neighborhood who also worked as a Teamster dairy driver before retiring. "Something like this really brings the neighborhood together, and it's so great to see the Teamsters this involved. Lots of times, people have negative perceptions about unions without knowing about all the good work they do. This helps."

Tony Gangloff, a Local 120 member who was working on the house, said he was thrilled that Local 120 had taken on such a big role in the project.

"I'm proud of our local for stepping up to help out, and I'm glad to be a part of it," Gangloff said.

Local 120 wasn't the only Teamster local represented on site. Local 399 in North Hollywood, Calif. represents drivers and some other crew members on "Extreme Makeover: Home Edition."

"I've never seen any other union involved to this extent," said Local 399 member Jeff Mann, a 10-ton driver for the program.

The efforts of Local 120, "Extreme Makeover" and TJB Homes not only built a new home for a deserving family, but they helped beautify the entire neighborhood. So many volunteers showed up to help that they were put to work on several houses throughout the neighborhood that needed small repairs or other beautification work.

For information on air dates for this show, check **www.TeamsterMagazine.com.**

Cleaning Up

Republic Services Workers Join Local 396

Claudia Cardoza has worked at Republic Services in Anaheim, California for three years, but it was only recently that she noticed changes at her workplace.

"There are managers who are saying 'Good morning' to us when they didn't before. There's just a different feeling now that we voted for the union," Cardoza said. "When we get our contract we will see even more changes."

Cardoza and her co-workers at the waste collection, transfer, disposal and recycling company recently voted 70-41 in favor of joining Local 396 in Covina. The 115 new Teamster members work in more than 37 different job classifications, including mechanics, sorters and operators. The workers endured a hard-fought organizing campaign, and emerged united and strong.

"This was a terrific victory," said Ron Herrera, Secretary-Treasurer of Local 396. "It sets the stage to help a lot of people in L.A. and will spread to organizing workers in the same industry in other cities."

"This was a great organizing team and our division is happy to have been a part of this victory," said Bob Morales, Director of the Solid Waste, Recycling and Related Industries Division. "I house called the workers and was impressed by how ready they were to be represented by the Teamsters and to learn about all aspects of collective bargaining."

United Front

A coalition consisting of the Orange County Labor Federation, Los Angeles County Federation of Labor, political, community, labor and faith-based leaders stood beside the workers throughout their efforts to gain Teamster representation. The group held rallies, marched on the boss and garnered media attention, which led to support for the workers from the residents of Anaheim, as well.

"I saw a lot of people supporting us and it made us happy to know we weren't alone," Cardoza said.

The workers united in order to gain fair working conditions, fair wages, affordable health insurance and respect on the job. They are looking forward to having direct communication through the grievance procedure, as well a being able to monitor any saf ty violations that may occur. Sanitation work is a tough an risky job, one that requires proper safety equipment and procedures. It is a job where union backing and protection is needed most.

Realizing this, mechanics with Republic Services in San Carlos, Calif. voted overwhelmingly after the Anaheim victory to join Local 350 in Daly City. The vote was 27 for Local 350, while only two workers chose representation with the Machinists Union. Since 2003, Local 350 has represented 240 drivers at the company, and also represents 30 transfer station employees.

Local 396 is currently in negotiations on the first contract for the Anaheim workers

FIGHTING FOR DIGNITY RESPECT
INTERNATIONAL BROTHERHOOD OF TEAMSTERS
LOCAL 396
SOLID WASTE WORKERS
LOS ANGELES CALIFORNIA

LOCAL 166

Covidian Logistics

Workers at pharmaceutical supplier Covidian Logistics in Ontario, Calif. voted overwhelmingly to join Local 166. The 110 warehouse workers approached the union seeking a strong partner to help address issues on the job. A highly motivated group, the workers quickly formed an organizing committee, gathered cards and even picked their stewards before voting.

"We were tired of management changing rules every day without warning," said Michael Mendez, a two-year order puller at Covidian. "We wanted consistent rules on the job and wanted to work in a place where we were respected and free from threats."

Reuben Luna, a business agent and organizer for Local 166, was impressed by how coordinated and committed the group was.

"This unit was great to work with," Luna said. "This was a real team effort. They were acting like a union even before they voted. Within a week of contacting us, they had gathered the cards and we had a vote scheduled within a month."

LOCAL 200

Washington County, Wisconsin Social Services

Washington County, Wis. Social Services workers have voted overwhelmingly to join the Teamsters. There are 30 workers in the bargaining unit who are now represented by Local 200 in Milwaukee. Of the 27 votes cast, 21 workers voted for the Teamsters, five for their previous union affiliation and one for no representation.

"Our group had been with our previous representation for close to 17 years and the decision to switch unions was not easy, but business representative Randy Monroe and the rest of the Teamsters helped us through the process," said Jessica Indiraraj, a new member of Local 200. "It went smoothly and they helped us every step of the way. We are excited to move on and look forward to the future as Teamsters."

"These professional men and women join other groups already represented by the Teamsters in Washington County, the Highway Department and the Parks Department," said Tom Millonzi, Secretary-Treasurer of Local 200. "We are very glad to welcome them into Local 200."

LOCAL 554

Crawford County, Iowa

Sheriff's deputies and jailers in Crawford County, Iowa have voted overwhelmingly, 12-1, to join the Teamsters. There are 13 workers in the bargaining unit and they are represented by Local 554 in Omaha, Nebraska.

James Sheard, Secretary-Treasurer of Local 554, said deputies and jailers heard from other law enforcement officers who are already Teamsters about the benefits of being in a union.

Scott Utech, Director of Organizing for Local 554, said the main issues for the deputies and jailers were economic.

LOCAL 469

Durham School Services

School bus drivers and aides with Durham School Services in Tinton Falls, N.J. have taken a major step toward gaining fair treatment and respect on the job, voting to join Local 469 in Hazlet. There are 62 workers in the bargaining unit.

Fred Potter, International Vice President and President of Local 469, said the Durham workers were tireless in their efforts to become Teamster members. Durham is the North American subsidiary of National Express Group, a transportation company based in the United Kingdom.

"They persevered against intense efforts by the company to obstruct their freedom of association, and the workers overcame the vehement anti-worker campaign launched by Durham," Potter said. "The Teamsters Union is building a movement of school bus workers in the entire industry to empower themselves to win real improvements."

LOCAL 270

Audubon Zoo

A group of 31 zookeepers in New Orleans recently voted to join Local 270.

"Momentum was on our side in this representation election," said David Negrotto, President of Local 270 in New Orleans. "Everything happened very fast. We were approached by the bargaining unit this summer and the enthusiasm of one particular person in the group buoyed us to victory."

The new Teamsters at the Audubon Zoo, often ranked among the country's best for innovation and entertainment value, are not the first zookeepers to join the Teamsters Union. Units of zookeepers and other zoo workers are Teamsters in San Diego, Cleveland and Chicago.

"The Audubon Zoo workers were being treated poorly, and they knew about the union zoo in Chicago and how working under a Teamster contract has made things better for them," Negrotto said. "These are all hard workers who deserve a good contract."

LOCAL 528

Macon Police Officers

About 220 Macon, Ga. police officers voted to join Atlanta's Local 528 recently. Officers with the rank of sergeant or below are the newest members of the Teamsters' Law Enforcement League (TLEL), which now represents 35,000 police officers in 26 states.

In September, a majority of the Macon police officers expressed an interest in forming a union with the Teamsters. Their main concerns involved officer safety, officer retention and effectiveness in the community.

"This was a convincing victory, especially since only two of those participating voted against the union," said Jim Romar, a TLEL representative. "This shows that these aren't just a small group of disgruntled employees, but that a sizable majority of the department thinks it's time for a new course of direction."

Romar said he looks forward to meeting with the new Teamsters to discuss what the officers want in their first Teamster contract.

UNITED STATES DISTRICT COURT
SOUTHERN DISTRICT OF NEW YORK
88 CV 4486 (LAP)
MEMORANDUM AND ORDER

UNITED STATES,

v.

INTERNATIONAL BROTHERHOOD OF
TEAMSTERS, *et al.*,

Defendants.

RE: IRB APPLICATION 131 (DON HAHS)

The Independent Review Board ("IRB") of the International Brotherhood of Teamsters ("IBT") submitted Application 131 concerning disciplinary action taken against Don Hahs ("Hahs"), former National President of the Brotherhood of Locomotive Engineers and Trainmen ("BLET"), a division of the IBT's Rail Conference. Based on the recommendation of the IRB, Hahs was charged with breaching his fiduciary duty to ensure that union funds be spent only for union purposes. Despite the voluminous exhibits received at the hearing, the case is really quite straight forward. Hahs was charged with causing the BLET to pay for Cleveland Cavalier playoff and season tickets, his wife's travel expenses, and other personal expenses for which there was no union purpose. The charge was upheld by the IBT after a trial before a hearing panel. Following the submission of objections by Hahs, the IRB found that the IBT's decision upholding the charge against Hahs was "not inadequate."

For the reasons set forth herein, Application 131 is granted, and the IRB's "not inadequate" finding with regard to the charge against Hahs is upheld.

BACKGROUND

A. Proceedings Regarding the IRB-Recommended Charge Against Hahs

On September 13, 2007, the IRB referred to the IBT its charges that Hahs had embezzled and breached his fiduciary duty by causing the BLET to pay for non-union related expenses, in violation of Article II, Section 2(a), and Article XIX, Sections 7(b) (1), (2), and (3) of the IBT Constitution. See Application 131, Ex. A, at 2. Specifically, the IRB recommended that the IBT file charges against Hahs for causing the BLET to purchase Cleveland Cavalier playoff and season tickets for the 2004-2006 seasons. *Id.* at 5-14. The IRB also recommended that the IBT file charges against Hahs for causing the BLET to incur expenses for his wife, Janice Hahs, who was not a BLET member or employee, to travel to numerous BLET events and for his grandson, Derek Hahs, to attend BLET events. *Id.* at 15-38.

On September 24, 2007, the IBT's General President James P. Hoffa ("IBT President Hoffa") filed the IRB-recommended charges. *See* Ex. C. Hahs' counsel requested that the charges be referred to the IRB for "further proceedings" because the charges were "complex" and would involve interpretation of the merger agreement under which the BLET became a division of the IBT. *See* Ex. B. The IBT granted Hahs' request to refer the matter to the IRB. *See* Ex. C. By letter dated October 16, 2007, the IRB notified the IBT of its determination that "there is no basis for a request for the IRB to hear this matter." Ex. F. The IRB referred the charges back to the IBT, and IBT President Hoffa appointed a panel to hear the charges against Hahs. *See* Ex. G. The three members of the hearing panel were Denis Taylor, President of Teamsters Local 355, Stan Hennessy, President of Teamsters Local 31, and Robert Svob, Jr., a BLET member. See Ex. K, at 1-5.

The hearing panel heard testimony from Hahs, who was represented by counsel, and seven witnesses called by Hahs on February 4, and 5, 2008. *See* Ex. K, at 1-5, 261-63. By letter dated March 14, 2008, IBT President Hoffa advised Hahs that he had adopted the Report and Recommendation of the hearing panel (1) holding that Hahs "improperly caused the Union to expend funds where there was no Union purpose for the expenditures and in circumstances that were calculated to benefit himself personally," Ex. L, at 11-14, and (2) recommending that Hahs be fined $44,963.97, the net expenditure by the BLET for the Cleveland Cavalier tickets and the travel expenses of Janice Hahs, that Hahs be removed from BLET office and employment until 2010, the end of his term as BLET President, and suspended from BLET membership for one year, *See id.* at 14-16 (the "IBT Decision").

Hahs submitted his objections to the IBT Decision to the IRB on May 1, 2008, asserting that (i) he was erroneously fined the entire cost of the Cleveland Cavalier tickets because the tickets had been used by other BLET members, *see* Ex. 0, at 6; (ii) the imposition of a fine in the amount of his wife's travel expenses ignored testimony regarding the BLET's "long traditions and practices" regarding the travel of spouses, *see id.* at 8; and (iii) "the promise of autonomy extended by the IBT to the BLET in the unions' 2004 merger requires reversal of the fine assessed by the IBT in these proceedings," *see id.* at 13-15. By letter dated May 13, 2008, the IRB advised Hahs of its determination that the IBT Decision was "not inadequate."

B. Application 131

On June 19, 2008, the IRB submitted to this Court Application 131, seeking a ruling upholding May 13, 2008 decision finding that the IBT Decision was "not inadequate."

The Consent Decree provides that the IRB shall monitor disciplinary actions taken by any IBT entity on IRB-recommended charges to determine whether the charges were "pursued and decided" by that IBT entity "in a lawful, responsible, or timely manner" and whether the resolution of those charges is "inadequate under the circumstances." Consent Decree ¶ G(f); *see also* IRB Rules ¶ I(7).

Although the Consent Decree contains no express procedure by which a union member disciplined by an IBT entity on IRB-recommended charges may appeal such a "not inadequate" determination to this Court, the IRB has followed a practice of facilitating judicial review of its "not inadequate" determinations when a charged party demonstrates his intention to seek review of a "not inadequate" finding. See *United States v. IBT (Gillen)*, 88 Civ. 4486 (LAP), 2008 WL 2743695, at *2 (S.D.N.Y. July 14, 2008); see also *United States v. Boggia*, 167 F.3d 113, 120 (2d Cir. 1999) (upholding district court's affirmance of IRB "not inadequate" determination); *Sombrotto v. IBT*, No. 01 Civ. 9285 (LAP), 2003 WL 252156, at *4 (S.D.N.Y. Feb. 3, 2003) ("This Court may also review IRB determinations that union discipline is 'not adequate' when requested by the IRB.") Accordingly, the IRB submitted Application 131, by which the IRB requested that the Court adopt the IRB's determination that the IBT handling of the charge against Hahs was "not inadequate."

DISCUSSION

I. STANDARDS OF REVIEW

A. Review of IRB Decisions

The standards governing review of IRB disciplinary decisions are well established. This Court reviews determinations made by the IRB under an "extremely deferential standard of review." *United States v. IBT ("Carey & Hamilton")*, 247 F.3d 370, 379 (2d Cir. 2001); *United States v. IBT ("Simpson")*, 120 F.3d 341, 346 (2d Cir. 1997); *United States v. IBT ("DiGirlamo")*, 19 F.3d 816, 819-20 (2d Cir. 1994), *cert. denied*, 513 U.S. 873 (1994). The IRB Rules, which were approved by this Court and the Court of Appeals, provide for review of decisions of the IRB under "the standard of review applicable to review of final federal agency action under the Administrative Procedure Act." IRB Rules ¶ O; see *United States v. IBT ("IRB Rules")*, 803 F. Supp. 761, 805-06 (S.D.N.Y. 1992), *aff'd as modified*, 998 F.2d 1101 (2d Cir. 1993). Under this extremely deferential standard, an IRB decision may be set aside only if it is "arbitrary, capricious, an abuse of discretion, or otherwise not in accordance with law." *Carey & Hamilton*, 247 F.3d at 380 (quoting 5 U.S.C. § 706 (2) (A)).

In accordance with that standard, this Court reviews "the IRB's findings of fact for 'substantial evidence' on the whole record." *United States v. IBT ("Giacumbo")*, 170 F.3d 136, 143 (2d Cir. 1999). The substantial evidence test is deferential." *Id.* "Substantial evidence is 'something less than the weight of the evidence,'" Simpson, 120 F.3d at 346 (quoting *DiGirlamo*, 19 F.3d at 820), "but something 'more than a mere scintilla,'" *id.* (quoting *United States v. IBT ("Cimino")*, 964 F.2d 1308, 1311-12 (2d Cir. 1992)). "Substantial evidence includes such relevant evidence as a reasonable mind might accept as adequate to support a conclusion." *Id.* (internal quotations omitted). Moreover, the mere possibility of drawing two inconsistent conclusions from the evidence does not prevent the IRB's findings from being supported by substantial evidence. *Carey & Hamilton*, 247 F.3d at 380 (citations omitted). The IRB's findings cannot be overturned merely by identifying alternative findings that could potentially be supported by the evidence. *See Arkansas v. Oklahoma*, 503 U.S. 91, 113 (1992) ("The court should not supplant the agency's findings merely by identifying alternative findings that could be supported by substantial evidence."). Rather, the Court must find that the evidence' "not only supports [a contrary] conclusion, but compels it." INS *v. Elias-Zacarias*, 502 U.S. 478, 481 n.1 (1992) (emphasis supplied)

B. Fiduciary Duty of Union Officers

The nature of the fiduciary duty owed to the Union by its officers is also well-settled. "As a fiduciary, an IBT officer enjoys the trust of the general membership. In exchange for this privilege, each officer is bound to serve the membership's interest." *United States v. IBT ("Ross")*, 826 F. Supp. 749, 756 (S.D.N.Y. 1993), *aff'd*, 22 F.3d 1091 (Table) (2d Cir. 1994) (internal marks omitted); *see also United States v. IBT ("Sansone")*, 981 F.2d 1362, 1368 (2d Cir. 1992) ("Every IBT officer is a fiduciary with respect to the Union members, and has a duty to disclose and remedy wrongdoing by the IBT.") (internal marks omitted). The Court of Appeals has held the duty to be expansive, noting that it is the duty of each Union official "to refrain from dealing with the [IBT] as an adverse party . . . in any matter connected with his duties." *Carey & Hamilton*, 247 F.3d at 381 (emphasis added). Nor is an officer's fiduciary duty satisfied through "passivity and willful ignorance." *United States v. IBT ("Sansone")*, 792 F. Supp. 1346, 1354 (S.D.N.Y.1992), *aff'd*, 981 F.2d 1362 (2d Cir. 1992). IBT officers cannot avoid responsibility "by shutting their eyes to allegations" that their fellow IBT members engage in corrupt or improper activity. *United States v. IBT ("Coli")*, 803 F. Supp. 748, 755 (S.D.N.Y. 1992).

II. APPLICATION

Applying these standards, the IRB's determination with respect to Hahs is easily affirmed. The IRB acted well within its discretion when it upheld the IBT Decision finding that Hahs had breached his fiduciary duty by causing the BLET to expend union funds for non-union purposes. The IRB also acted within its discretion in upholding the penalty imposed on Hahs - a fine in the amount of the BLET's net expenditures for the Cleveland Cavalier tickets and Janice Hahs' travel expenses, removal from BLET office and employment until 2010, and suspension from BLET and IBT membership for one year.

A. The IRB's Decision Upholding the IBT's Finding that Hahs Breached His Fiduciary Duty is Supported by Substantial Evidence

The IRB acted well within its discretion in upholding the IBT's finding that "Hahs improperly caused the Union to expend funds where there was no Union purpose for the expenditures and in circumstances that were calculated to benefit himself personally." *See* Ex. L, at 10-14.

As National President of the BLET, Hahs had a fiduciary obligation to ensure that union funds were used only for union purposes. *See* 29 U.S.C. § 501(a) (duty of union officers to "hold its money and property solely for the benefit of the organization and its members and to manage, invest, and expend the same in accordance with its constitution and bylaws"); IBT Constitution, Article XIX, Section 7(b)(3) (prohibiting embezzlement or conversion of funds); *see also Carey and Hamilton*, 247 F.3d at 381 (IBT President "had fiduciary obligations to IBT members in handling the union's *money")*. Substantial evidence in the record supports the IBT's finding that Hahs caused the BLET to incur expenses for (1) Cleveland Cavalier tickets for the 2004-2006 seasons, which were not used for union purposes; and (2) his wife's travel to union meetings and events, for which she had no identifiable union role. None of the objections raised by Hahs is sufficient to undermine the IBT's decision, as affirmed by the IRB in its "not inadequate" finding.

1. Purchase of Cleveland Cavalier Tickets from 2004-2006

As the IBT noted in its decision, courts have recognized the "potential impropriety of using union funds to purchase sports tickets for use by union officers." *See* Ex. L, at 10 (citing *Brink v. DaLesio*, 496 F. Supp. 1350, 1364 (D. Md. 1980), rev'd in part on other grounds, 667 F.2d 420 (4th Cir. 1982)); *cf. United States v. IBT ("Perrucci")*, 965 F. Supp. 493, 501-02 (S.D.N.Y. 1997) (affirming IRB-referred kickback charges regarding receipt of free Yankees tickets). For the following reasons, substantial evidence supports the IBT's decision finding that Hahs breached his fiduciary duty when he caused the BLET to purchase Cleveland Cavalier tickets for the 2004-2006 seasons.

First, the record evidence supports the IBT's conclusion that Hahs "maintained control over the tickets" and used them for his personal benefit. Ex. L, at 11. There is no dispute as to the following facts in the record: (1) Hahs caused the BLET to purchase playoff and season tickets, *see* Ex. 1, 70-75; Ex. L, at 11-12; Ex. 5, at 167, which cost $47,880 over three years, Exs. 8, 10-16; (2) Hahs kept the tickets in his office drawer and only gave them to others for distribution when he was out of town, *see* Ex. 1, at 72-73; (3) Hahs attended no fewer than 19 games himself, with his wife or with his grandson, including two of three playoff games in 2006, *see* Ex. 1, at 70, 74-75, 86-91, Ex. K, at 420-21; (4) Hahs kept no records regarding other individuals' use of the tickets, *see* Ex. 1, at 72-75, 83; Ex. 5, at 176-77; and (5) eight days after the IRB conducted sworn examinations during which various BLET officers and BLET employees were questioned about the purchase of Cleveland Cavaliers tickets, on April 20, 2007, the BLET cancelled the seat/license agreement with the Cleveland Cavaliers. (Ex. L at 4; Exs. 98-99). Accordingly, the IBT properly found that Hahs controlled and used the Cleveland Cavaliers tickets.

The IBT also found that Hahs failed to demonstrate any union purpose for the purchase of the tickets. *See* Ex. L, at 11. Hahs claimed that the tickets were purchased to support the city of Cleveland and the Cleveland Cavaliers team but failed to explain how these interests relate to any identifiable union purpose. *See* Ex. 1, at 71-72. To the contrary, however, the IBT found, Hahs' repeated efforts to justify the tickets as a way to help the City of Cleveland and the Cleveland Cavaliers manifest an obvious lack of Union purpose for the tickets. He repeated this clearly non-Union related purpose during his testimony when he expressed his concern that Cleveland was in danger of losing the Cavaliers to another city. He was free to support Cleveland and its home team on his own dime, but there is no justification for spending members' dues money for this purpose. (Ex. L at 11). The IBT therefore properly concluded that Hahs' proffered reasons "manifest [ed] an obvious lack of Union purpose for the tickets." *See* Ex. L, at 11.

The IBT also properly rejected Hahs' other proffered reason for purchasing the tickets, which was that the tickets were purchased as a marketing tool to attract new tenants to the BLET's Standard Building in Cleveland. *See* Ex. 1, at 71, 76-77, 82-84. The BLET established the BLET Building Association ("Building Association"), a nonprofit Ohio corporation, to hold and operate the Standard Building, a 24-story office building in Cleveland, Ohio, which the BLET owned. (Ex. 4; Ex. 5 at 8, 162-163). In 2004, 2005 and 2006, Hahs caused the Building Association to purchase season tickets to Cleveland Cavaliers basketball games. (Ex. L at 8, 11-12, 16; Ex. 5 at 167-172, 184). From 2004 to 2006, Hahs directed National BLET Secretary-Treasurer William Walpert ("Walpert") to use funds from the Building Association's checking account to purchase regular season and playoff tickets. (Ex. L at 3; Ex. 1 at 71-74, 76, 80-84; Ex. 5 at 167, 170, 184) The funds expended were $13,120, $21,860 and $12,900 respectively for a total of $47,880 for the three years. (Ex. 8; Exs. 10-16). As the IBT found, "Hahs then caused the BLET to issue corresponding payments to the Building Association that matched each payment from the Building Association to the Cleveland Cavaliers for the tickets. So, in reality, the tickets were purchased by the Union." (Ex. L at 3; Exs. 8-14, 18). After taking into account credits and refunds, the BLET's net expenditure for the tickets was $37,012 between January 2004 and December 2006. (Ex. L at 14-15). The record evidence fails to support Hahs' contention that the tickets were primarily a marketing tool. There is no evidence in the record that any tenant or prospective tenant used any of the tickets from 2004-2006, including, as noted above, the playoff tickets. Indeed, the IBT found that "the sole occasion on which tickets were provided to any tenant or prospective tenant occurred in May 2007, at least a month after questions regarding the tickets were raised with Hahs during his sworn IRB examination." Ex. L, at 12; *see also id.* at 8. The tickets were never offered or conveyed to the building manager, Michael Loomis, even though Loomis was responsible for leasing space to new tenants and had been charged with previous marketing initiatives, such as ordering calendars as tenant gifts. *See* Ex. 1, at 76-77; Ex. K, at 477-78; Ex. 125, at 33-39, 40-43. Instead, Hahs, who had no professional responsibilities for or interaction with the tenants, kept the tickets in his office drawer and by himself decided who would use them. See Ex. 1, at 72-75; *cf. Perrucci*, 965 F. Supp. at 501-02 (affirming IRB-referred charges where there was "no formal ticket distribution mechanism, and no records exist concerning the ultimate recipients of the Yankee tickets.").

The lack of records relating to the use of the tickets also undermines Hahs' claim that the tickets were purchased to attract new clients. According to Loomis, with previous marketing initiatives, lists had been kept of tenants receiving gifts or promotions, *e.g.*, calendars, and the gifts for all tenants did not usually exceed $1,200 in total. *See* Ex. 125, at 49-50. The most costly initiative Loomis recalled was giving umbrellas to tenants, which cost $7,680. *See id.* at 51-53. In contrast, the total expenditure for the Cleveland Cavalier tickets was $47,880, *see* Exs.

8, 10-16, and no records were kept with regard to tenants who were offered or used the tickets, *see* Ex. 1, at 72-75, 83; Ex. 5, at 176-77. These facts do not suggest any real intention to use the tickets to attract new tenants for the Standard Building. For these reasons, the IBT's finding that Hahs caused the BLET to purchase the Cleveland Cavalier tickets for non-union purposes was supported by substantial evidence, and the IRB properly found the decision "not inadequate."

2. Travel Expenses of Janice Hahs

The IBT found that, "Hahs breached his fiduciary duty to the Union and its members by causing the Union to pay for his wife's travel expenses, as well as for an excessive number of in-room movies and for his grandson's registration at several Union events." (Ex . L at 13-14). More specifically, the evidence showed that Hahs caused the BLET to pay for his wife's travel expenses for which there was no union purpose. Hahs caused the BLET to pay for his wife's airline tickets and registration fees at various BLET and non-BLET functions throughout the country. She was never a member of the union, and her presence at the functions was not for a union purpose. (Ex. L at 9, 13; Ex. 1 at 41, 45; Ex. 5 at 65). Between January 2004 and December 2006, Hahs caused the BLET to pay $7,951.97 in personal travel expenses for his wife. (Exs. 56, 67-68, 74).[1] Payment for spouses to accompany officers is a nonunion expense. *Investigations Officer v. Baccaro*, Decision of the Independent Administrator (June 23, 1992).[2]

Hahs charged his wife's travel expenses on the BLET's credit card. (Ex. L at 5, 9, 13-14; Exs. 56, 67-68, 74). Although Hahs claimed that some of his wife's travel was connected to the Grand International Auxiliary ("GIA"), his wife never served as an officer or a delegate of the GIA. (Ex. L at 5, 9, 13). The GIA is an organization that "exists to support the interest and welfare of the Brotherhood of Locomotive Engineers and Trainmen." (Exs. 49-51, 53-54.[3]

From 2004 to 2006, Hahs caused the BLET to pay $1,687.70 for his wife's expenses, such as airfare and registration fees, to attend various BLET regional conferences. (Exs. 37-47; Exs. 56-63, 67).[4] In addition to these regional conferences, Mrs. Hahs also accompanied her husband, at union expense, on other trips. Between January 2004 and December 2006, Hahs caused the BLET to pay $6,264.27 for his wife's airline tickets for these additional trips. (Ex . 1 at 97-98 , 110 -111; 120-122, 147-150, 167-168, 188-191, 213-214, 233-234, 240-241, 257-258; Ex. 28; Exs. 56-63; Exs. 68-91; Ex. 95; Exs.100-101).

The IBT's finding that Hahs breached his fiduciary duty by seeking reimbursement for his wife's travel expenses is also supported by substantial evidence because Hahs failed to identify any union purpose for his wife's attendance at these meetings.

First, the IBT properly found that the BLET's travel policy only addresses the travel of BLET employees and has no provision for the travel of spouses. *See* Ex. L, at 13. The policy provides for reimbursement to "employees for all reasonable and necessary expenses while traveling on authorized organization business." *See* Ex. 107 (emphasis added). As noted above, Janice Hahs was not a BLET member or employee, *see* Ex. 1, at 41, 45, but nevertheless, the evidence showed that over a three-year period, the BLET reimbursed Hahs for expenses related to his wife's travel and attendance at 20 BLET regional conferences and 17 other BLET meetings. *See* Exs. 67-68. As Janice Hahs was not a BLET employee, her expenses could not be coded on a BLET expense report and were listed under Hahs's expenses. *See* Ex. 25, at 73-74. For these reasons, the IBT properly found that Hahs had "expanded" on established BLET travel practices. *See* Ex. L, at 13.

Second, the IBT also reasonably determined that Hahs failed to demonstrate that his wife engaged in any union functions while attending the BLET meetings. The IBT was "unwilling to conclude that paying for his wife's travel to Union meetings and events so that he was not a 'fifth' wheel at ancillary social events or so that she could attend social events 'with other women' served a legitimate union purpose." Ex. L, at 13. Indeed, the record showed that Janice Hahs did not have a leadership role or any significant involvement in any of the BLET meetings to which she traveled. *See, e.g.*, Ex. 1, at 114-15 (no documentation showing Janice Hahs' role at meetings she attended); at 188-89 (no memorialization of any action taken by Janice Hahs at Western General Chairman's Association meeting, purpose of her attendance was to "socialize" and "be around with the other presidents and their wives,"); *id.* at 191-92 (role at General Committee meeting in Memphis was to "help[] with socializing with the women there and visit with the designated council"). Nor does the record support Hahs' contention that his wife's duties included attending events and reporting back to BLET members on news or developments from the meetings. *See, e.g.*, Ex. K, at 496 (no indication that Janice Hahs prepared report to BLET members or spouses after attending Democratic National Convention); Ex. 1, at 168-69 (after meeting in Ft. Lauderdale, Hahs reported back on events, not his wife). Further demonstrating the personal, rather than professional, nature of Hahs' wife's attendance at union meetings, Hahs justified her travel to a St. Louis meeting because it had been an "educational experience" for her,

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[1] Hahs caused the BLET to pay $1,687.70 for his wife to attend BLET regional conferences and $6,264.27 for his wife to attend non-regional conferences. (Exs. 67-68; Ex. 74).

[2] The IBT's October 2000 release, "Local Union Financial and Administrative Policies" stated that, "[i]t is not proper for the Local Union to pay for personal expenses" such as "travel expenses of family members" or "meal expenses of family members." (Ex. L at 6; Ex. 106).

[3] The GIA was a separate entity, independent from the BLET, and has its own set of Bylaws. (Exs. 50-51; Ex. 55) The GIA members were not members of the BLET. (Ex. 24 at 22; Exs. 50-51). Mrs. Hahs was a member of GIA 7 in Atlanta, Georgia (Ex. 34).

[4] There was testimony from several BLET officers that the BLET National President was permitted to bring his wife to one regional conference each year at union expense. (Ex. L at 9). Accordingly, in the IRB report recommending the charges against Hahs, Hahs was given credit each year for the most expensive regional conference trip his wife incurred at BLET expense. (Ex. A at 21, fn. 19; Exs. 37-47; Exs. 56-63; Ex. 67).

see id. at 499-500, hardly a union purpose.

Nor does the record reflect that the travel expenses of Janice Hahs were justified by her involvement in the Grand International Auxiliary ("GIA"), an organization created to support the interests of BLET members and their families, of which many spouses are members. *See* Exs., 53-55. Becky Schneider, GIA's National President, testified at the IBT hearing that although Janice Hahs was involved in the GIA, she had a significant role in only one of twelve GIA conferences that were held from 2004 to 2006. *See* Ex. K, at 255-56.

Nor did Janice Hahs' status as a member of the GIA justify the reimbursement of her travel expenses. Under the GIA's Bylaws, officers generally pay for their own travel expenses. *See* Ex. 55, at 4-9. Furthermore, GIA President Schneider testified that although the GIA paid travel expenses for members to attend meetings on certain occasions, the GIA policy regarding reimbursement did not apply to Janice Hahs because she was not a national officer of the GIA. *See id.* Ex. K, at 248-50. As Janice Hahs' travel expenses should not have been reimbursed under either the BLET's travel policy or the GIA's Bylaws, and Janice Hahs did not play any significant role in the affairs of either entity, the IBT properly found that her expenses were not incurred for union purposes. Indeed, in similar factual contexts, courts have upheld charges of embezzlement. *See United States v. Oliva*, 46 F.3d 320, 322 (3d Cir. 1995) (embezzlement charges based on union payment for airline tickets of union employee, his wife and children); *United States v. Nell*, 526 F.2d 1223, 1226-28 (5th Cir. 1976) (embezzlement charges based on union payment for members' trip to Europe with spouses).

Furthermore, Hahs' contention that the reimbursement for these expenses was justified because his "predecessors and successors also travelled extensively with their wives at union expense," Hahs Objections, at 16, is unavailing. As an initial matter, none of the "traditions and practices" cited by Hahs regarding spousal travel, *see* Hahs Objections, at 15, are reflected in the BLET's Bylaws or travel policy. *See* Ex. L, at 13; Ex. 107.

To the extent that the record reflects the informal understanding of BLET Presidents and officers that (1) vice presidents could take their spouses on one regional meeting per year at the BLET's expense, and (2) the BLET President could bring his spouse to events as "appropriate," *see* Ex. K, at 84-85, 121-22, 150-51, 195-96, as noted above, Hahs plainly exceeded an "appropriate" expenditures. Hahs testified that he did not need approval from the BLET to charge his wife's travel expenses to the union, *see* Ex. 1, at 41-43, and that he believed that his wife's meals, as well as meals where his "wife is entertaining other members' wives" could be charged to the union, *see id.* at 133-34, 196-97, 211-12. When the appropriateness of his wife's expenses was raised by another Executive Committee member, William Walpert, as well as the BLET employee who handled the union's expense reports, Patty Smith, in 2004 and 2005, Hahs responded by continuing to expense his wife's travel through 2006. *See* Ex. 1, at 44, Ex. 5, at 72-74, Ex. 21, at 76-77. Hahs further demonstrated his willing and intentional use of union funds for personal use when he charged his grandson's registration fees, Ex. L, at 13, Ex. 66, and multiple in-room movies per day, even though he thought the rule was "one movie per day," *see* Ex. A, at 27-28, Ex. 1, at 473-74. Although Hahs acknowledged that there was no union purpose for his grandson, who was neither a BLET member nor a BLET employee, to attend these conferences (Ex. 1 at 117-120) and later reimbursed the BLET for these expenses, *see* Ex. L., at 15, that he charged these amounts to the union undermines his assertion here that he sought reimbursement for appropriate expenses based on previous BLET practices. The IBT thus properly found that Hahs had breached his fiduciary duty to the BLET by charging his wife's travel expenses.

For these reasons, it was not arbitrary or capricious for the IRB to uphold the IBT's finding that Hahs breached his fiduciary duty in causing the BLET to expend union funds for non-union purposes.

B. Hahs Fails to Establish Any Procedural Defect in His IBT Hearing Based on Purported "BLET Autonomy" After the 2004 Merger of the BLET and IBT

Hahs' objections to Application 131 also fail to identify any procedural defect in his IBT hearing process, and his argument that the BLET's Bylaws "prohibit the IBT and IRB from imposing any discipline" against him, *see* Hahs Objections, at 9, is wholly without merit.

1. Hahs is Bound by the Consent Order Procedures

In his submission, Hahs claimed that, "[t]he IBT and IRB lacked jurisdiction to impose sanctions against Hahs because of the autonomous power reserved to the BLET under the merger. Only the BLET Advisory Board held authority to discipline the elected National President of the BLET's 55,000 members." (Br. at 21). In his submission, Hahs also alleged that,

> [b]ased upon the Merger Agreement, the IBT and IRB should have assured fairness and internal union due process and rejected efforts to hold Hahs and the BLET retroactively responsible for full compliance with the Consent Decree and its 19 year history of the application to the Teamsters.

(Br. at 8). The conduct at issue here unquestionably falls within the Consent Order.

All IBT members, such as Hahs, are bound by the Consent Order procedures. *United States v. IBT [Friedman and Hughes]*, 905 F.2d 610, 622-623 (2d Cir. 1990); *United States v. IBT [Adelstein]*, 998 F.2d 120, 124 (2d Cir. 1993). Paragraph G of the Consent Order grants the IRB authority to investigate corruption within the IBT and to recommend disciplinary charges to the appropriate IBT entity. The Merger Agreement between the IBT and the BLET could not and did not alter the Consent Order. (Hahs Ex. B-1). When Hahs became an IBT member, he came within the scope of the Consent Order.

As the IBT found, Hahs acknowledged being aware of the Consent Order. (Ex. K at 466; Ex. L at 7). Moreover, the Consent Order provisions regarding the IRB were specifically incorporated into the IBT Constitution, with which Hahs, as the National President of the BLET, should have been familiar. (Ex. K at 467–68). Significantly, the IRB-recommended charge against Hahs concerned conduct after January 1, 2004 when the BLET merged with the IBT and Hahs became an IBT member. (Ex. A).

The applicable Consent Order procedures were followed, and Hahs received a full and fair hearing: he received notice of the charge and the evidence against him before the hearing, he was represented by counsel, testified on his own behalf and presented witnesses. (Ex. K).

Hahs claimed that under the BLET Bylaws, the BLET National Advisory Board should have been the entity to hear the charge against him. (Br. at 9). This ignored that the IRB, under the Consent Order provisions which were incorporated into Article XIX, Section 14 of the IBT Constitution, also has the power to recommend a charge against IBT members, including BLET officials such as Hahs. *Cf, United States v. IBT [Friedman and Hughes]*, 905 F.2d at 617-619 (both IBT and court officers have disciplinary jurisdiction over members).[5] Moreover, the Merger Agreement between the BLET and the IBT provided that Article XIX of the IBT Constitution, which, as noted above, contained the Consent Order provisions regarding the IRB, applied to disciplinary charges filed after the effective date of the merger, which was January 1, 2004. (Hahs Ex. B-1 at 8).

Hahs' claim that, as a result of the merger with the IBT, he has been unfairly held to a new standard of conduct is baseless. (Br. at 8). As the IBT found,

> Neither Hahs nor any of the witnesses [who] testified on his behalf explained why they believed merging with the IBT and becoming subject to the Consent Decree somehow altered the fiduciary standards to which BLET officers are required to conform when dealing with the Union's money and other assets. Nor did Hahs or his witnesses explain how enforcing these fiduciary standards against Hahs would impair the BLET's autonomy.

(Ex. L at 7). Union money must be used for a union purpose. *Morrisey v. Curran*, 650 F.2d 1267, 1273-75 (2d Cir. 1981); 29 U.S.C. §501(a). As the IBT properly found, "[t]he fiduciary standards that Union officers must satisfy when dealing with Union funds and other assets are imposed by federal law that applies to all labor organizations. The Consent Decree did not change these standards beyond providing additional procedures to enforce them." (Ex. L at 10).

Hahs also claimed that the disciplinary action against him, "[f]ailed to properly apply the BLET standards and practices." (Br. at 2). This is inaccurate. The IBT hearing panel, which included a BLET member, heard testimony from Hahs and others about the BLET's practices. (Ex. K). As discussed above, the evidence supported the IBT's finding that Hahs' actions were not consistent with the BLET's past practices.

Hahs raises no basis for his contention that he is not subject to the terms of the Consent Order. Hahs identifies no provision of the IBT/BLET Merger Agreement supporting the contention that he, as a BLET member, is exempted from the Consent Order procedures. To the contrary, the Merger Agreement, a copy of which is appended to the IBT's November 3, 2008 response to Application 131, provides that the "provisions of the IBT Constitution shall apply on and after January 1, 2004." *See* Merger Agreement, Section 6.6. The Consent Order is referenced on the very first page of the IBT Constitution. *See* Government's Response, Ex. A, at 1.[6] Moreover, there is no dispute in the record that the disciplinary charges heard by the IBT hearing panel concerned conduct after the January 1, 2004 merger of the IBT and BLET. *See* Application 131, Ex. A (IRB-recommended charge). Indeed, Hahs acknowledged during his testimony before the IBT hearing panel that he was aware of the Consent Order. *See* Ex. K, at 466; Ex. L, at 7.

Hahs' argument that the IRB lacked authority to refer charges to IBT is also unavailing. The Consent Order expressly grants the IRB authority to investigate corruption within the IBT and to recommend disciplinary charges to the IBT for further proceedings. For these reasons, the terms of the Consent Order apply to Hahs, and he can demonstrate no procedural defect on this ground.

2. Hahs Has Not Demonstrated Any Procedural Defect in His Disciplinary Proceedings That Violates the LMRDA

Hahs has not demonstrated any procedural violation of the Labor Management Reporting and Disclosure Act ("LMRDA") based on the IBT's issuance of a disciplinary action to a BLET officer.

Section 101(5) (C) of the LMRDA "does not require that union disciplinary hearings incorporate the specific protections associated with judicial proceedings, including the right to be represented by counsel and the technical rules of pleading, procedure, and evidence." *Frye v. United Steelworkers of Am.*, 767 F.2d 1216, 1224 (7th Cir.), *cert. denied*, 474 U.S. 1007(1985), *cited in United States v. IBT ("Kikes")*, 88 Civ. 4486 (LAP), 2007 WL 2319129, at *4 (S.D.N.Y. Aug. 9, 2007). A violation of a procedural provision of a union constitution is only actionable if the party was deprived of a full and fair hearing as a result. *See Carey and Hamilton*, 247 F.3d at 385-86. "A court considering a claim for relief under the LMRDA because a party alleges that an internal union disciplinary hearing violated the union's constitution must conduct a two-step inquiry: (1) the court must find that the hearing violated the constitution; and (2) it must find that the violation deprived plaintiffs of a fair trial within the meaning of the LMRDA." *Yager v. Carey*, 159 F.3d 638 (D.C. Cir. 1998), *aff'g* 910 F. Supp. 704, 713 (D.D.C. 1995); *see Gillen*, 2008 WL at 2743695, at *5 (citing *Yager*, 159 F.3d at 638). Accordingly, "courts should intervene in union disciplinary actions under section 101(a)(5) only if there has been a breach of fundamental fairness." *See Kikes*, 2007 WL 2319129, at *4; *Carey and Hamilton Discipline*, 22 F. Supp. 2d at 143.

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[5] Under the disciplinary provisions of the IBT Constitution, IBT entities have the authority to hear charges initiated from within the IBT. Under the Consent Order and the IBT Constitution, the IRB also has the authority to recommend disciplinary charges to an appropriate IBT entity. Pursuant to Article XIX, Section 14 (c) (1) of the IBT Constitution, the IRB has the authority to determine the appropriate IBT entity to hear IRB-recommended charges.

[6] Excerpts of the IBT Constitution are appended hereto as Exhibit A.

Hahs has not established that the IBT's issuance of discipline in this matter violated the LMRDA. Hahs has not identified any violation of the IBT Constitution or the BLET Bylaws that would satisfy the first prong of an LMRDA violation. Indeed, to the extent that he argues that he, as a BLET officer, could not be disciplined by the IBT, he has failed to identify any provision of the BLET Bylaws that support this contention. Hahs cites to Section 14(a) of the BLET Bylaws, which states that the BLET's Advisory Board has the authority "to suspend a national officer who fails or refuses to perform the duties for which he was elected or is at anytime guilty of any action calculated to injure the organization in any way." *See* Hahs Objections, at 9; Ex. 2, at 28 (BLET Bylaws, revised June 2006). However, as Hahs concedes in his brief, Section 14(a) also expressly references a hearing procedure conducted pursuant to the IBT Constitution. Section 14(a) provides that a BLET officer may be suspended without pay "after having been afforded a full and fair hearing in accordance with Article XIX, Section 3 of the IBT Constitution..." *See* Hahs Objections, at 9 (emphasis added); Ex. 2, at 28. Hahs has not identified any provision of the BLET Bylaws prohibiting the IBT from issuing sanctions following a disciplinary decision and has not argued that the IBT violated any provision of Article XIX of the IBT Constitution in issuing the disciplinary decision. Accordingly, Hahs has failed to establish any violation of the IBT Constitution or BLET Bylaws.

Hahs also has not established a violation of Section 4(d) of the IBT Constitution, which provides that charges against elective officers of the IBT or any subordinate body --

> [S]hall be limited only to those activities or
> actions occurring before their term of office,
> and only those activities and actions occurring
> prior to their current term which were not then
> known generally to the membership of the
> International Union or the subordinate body in
> the case of an officer of a subordinate body.

See IBT Constitution, Article XIX, Section 4(d)(Government's Response, Ex. A). Hahs suggests in his objections that because the issue of his expenses was known and raised by a rival candidate during 2006 BLET convention, he cannot be disciplined for the conduct now. *See* Hahs Objections, at 6-7. However, as the IBT noted in its decision in this case, although the BLET's purchase of the Cleveland Cavalier tickets and payment for Janice Hahs' travel expenses were raised during the 2006 BLET convention in 2006, *see* Ex. L, at 7, Ex. 1, at 45-47, Ex. K, at 376-77; Ex. 24, at 33-42, there is no indication in the record that "those issues that were raised during the campaign were more broadly known to the BLET membership at large[.]" Ex. L, at 7. Perhaps more importantly, Section 4(d) does not bar disciplinary charges against Hahs because he has never admitted to the conduct for which he was charged, *see* Ex. L, at 7-8, and indeed, denied any wrongdoing during his IBT hearing, *see* Ex. K, at 470 ("There is not a question that I did not embezzle money."). The Court of Appeals has previously upheld disciplinary actions issued where allegations of wrongdoing were known by the membership but "vigorously denied" by the charged member. *See Friedman and Hughes*, 905 F.2d at 620. Accordingly, Hahs has not demonstrated any violation of the IBT Constitution in the course of his disciplinary proceedings.

Even if Hahs could establish a violation of the IBT Constitution or BLET Bylaws, he cannot establish the second prong of an LMRDA violation, which requires a member to establish that a "breach of fundamental fairness" occurred during his disciplinary proceedings. As noted above, Hahs was provided with advance notice of the hearing date, written notice of the charges against him, and documentary evidence supporting the charge. *See* Exs. A, G; *see also Carey & Hamilton Discipline*, 22 F. Supp. 2d at 143. At the panel hearing, Hahs was represented by counsel and presented witnesses and evidence in his defense. See *Ex.* K; *Carey & Hamilton Discipline*, 22 F. Supp. 2d at 143. He therefore cannot demonstrate that his disciplinary proceedings violated the LMRDA.

C. The Sanction Imposed Upon Hahs Was Not Arbitrary or Capricious

Finally, the sanction imposed upon Hahs as a result of the IRB charge was not arbitrary and capricious. Hahs does not appear to challenge his removal from BLET office and employment until 2010 and his one-year suspension from membership; rather he focuses his objections on the $44,963.67 fine issued by the IBT. *See* Hahs Objections, at 2. The fine represented the net expenditure by the BLET for the Cleveland Cavalier tickets and the travel expenses of Janice Hahs. *See* Ex. L, at 14-15. Although the IRB's proposed charge estimated that Hahs had caused the BLET to spend $58,000 for non-union purposes, *see* Ex. A, at 41-42,[7] the IBT issued a fine in the amount of $44,963.67, which reflected a reduction for amounts already repaid by Hahs to the BLET, *see* Ex. L, at 14-15. For the following reasons, the IRB was within its discretion to affirm the IBT's issuance of a fine to Hahs.

It is well settled that a "district court reviews penalties imposed by the IBT in accordance with the Consent Decree under an 'arbitrary and capricious' standard." *Boggia*, 167 F.3d at 120; *Gillen*, 2005 WL 2743695, at *10. In reviewing IRB sanctions, this Court asks only whether the sanction imposed represents an "allowable judgment" in the choice of the remedy. *United States v. IBT* ("Wilson, Dickens, Weber"), 978 F.2d 68, 73 (2d Cir. 1992) (citation omitted). "[T]he reviewing court should not overturn the ... choice of sanctions unless it finds the penalty unwarranted in law or without justification in fact." *Simpson*, 120 F.3d at 348 (citing *Wilson, Dickens, Weber*, 978 F.2d at 73); *see also United States v. IBT ("Bane")*, No. 88 Civ. 4486 (LAP), 2002 WL 654128, at *16 (S.D.N.Y. 2002) ("The relevant inquiry with respect to an IRB sanction is not whether the Court agrees or disagrees with it but rather is limited to whether the IRB made an allowable judgment in its choice of remedy.") (citation omitted), *aff'd*, 59 Fed. Appx. 424 (2d Cir. Mar. 13, 2003).

The fine imposed on Hahs is an allowable judgment because the IBT Constitution specifically provides for the imposition of fines. *See* IBT Constitution, Article XIX, Section 10(a) (Government's Response, Ex. A). Section 10(a) provides that decisions and penalties imposed on IBT members and officers "may consist of reprimands, fines, suspensions, expulsions, revocations, denial to hold any office permanently or for a fixed period, or commands to do or perform, or refrain from doing or performing, specified acts." *See id.* Moreover, the Court of Appeals has acknowledged the appropriateness of fines in the union disciplinary context. *See United States v. IBT (Giacumbo)*, 170 F.3d 136, 144-45 (2d Cir. 1999) (IRB proposed sanction of suspension and fine not "arbitrary or capricious," and remanding for IRB to consider sanctions in light of subsequent misconduct) *United States v. Local 39, United Seafood Workers*, 55 F.3d 64, 68 (2d Cir. 1995) (affirming fines issued in disciplinary proceedings pursuant to consent judgment).

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[7] Exhibits 8-9, 66, 67, and 68 reflect an itemized accounting of the amounts spent by the BLET on the Cleveland Cavalier tickets, the travel expenses of Janice Hahs, and other personal expenses of Hahs.

The $44,963.97 fine imposed by the IBT was not arbitrary or capricious in that it represented the total amount of the Cleveland Cavalier tickets and Hahs' wife's travel expenses where the evidence showed no segregable aspect of the expenditure that was union-related. For instance, Hahs argues that the IBT erroneously fined him for the entire price of the tickets because others used the tickets, *see* Hahs Objections, at 12-13, but he conceded during his April 12, 2007 deposition that he kept no records relating to the use of the tickets and therefore could not identify any particular tickets that were used by current or prospective tenants in the building. *See* Ex. 1, at 72-74, 83. Accordingly, the IBT's issuance of a fine for the entire amount of the tickets, subtracting amounts that Hahs had already refunded, was not arbitrary or capricious. *See* Ex. L, at 14-15.

Hahs' argument the IBT's imposition of a fine for his wife's travel expenses ignored the "BLET's long traditions and practices" regarding the "leadership provided, directly and indirectly, by the wives of the principal officers of the International Union" is also unavailing. *See* Hahs Objections, at 15-16. The IBT properly found that although it "cannot say that an expenditure of union funds for travel by a union official's spouse will invariably be considered in improper," the record in this case did not support Hahs' contention that a union purpose was served by his wife's travel. *See* Ex. L, at 12-13. As set forth *supra*, the record evidence showed that Janice Hahs was not an employee of the BLET, *see* Ex. 1, at 41-42; Ex. L, at 9, or an officer of the BLET's Grand International Auxiliary, *see* Ex. L, at 5, 9, 13. Moreover, Hahs conceded in his deposition testimony and in his IBT hearing that his wife did not have any documented leadership role or other significant participation in the union's affairs at the events she attended. *See*, e.g., Ex. 1, at 47-48 (no documentation of Janice Hahs' role in union meetings), at 99, 114, 188-89, 258-59 (no reference to Janice Hahs as "liaison" or her actions in support of union); at 258-59 (no role in National Wage Rule Meeting). The IBT rejected Hahs' contention that his wife's travel expenses were justified because her attendance at social events with him and the spouses of other members was "expected." Ex. L, at 12-13. Because Hahs was unable to substantiate Janice Hahs' role or contribution to the BLET at the events and functions to which she traveled, the IBT's imposition of a fine for these amounts was not arbitrary or capricious.

CONCLUSION

For the reasons set out above, Application 131 is granted, and the IRB's determination affirmed in all respects.

SO ORDERED:
Dated: August 18, 2009

Loretta A. Preska

LORETTA A. PRESKA
Chief,
United States District Judge

REPORT TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FROM: Independent Review Board
Benjamin R. Civiletti
Joseph E. diGenova
William H. Webster

DATED: November 30, 2009

I. INTRODUCTION

This is the Independent Review Board's ("IRB") Report Number 5 for 2009 to you on its activities conducted pursuant to the Consent Order. In this Report we will discuss matters that have currently come before us, including three new reports and the progress of existing charges about which we have previously informed you.

II. NEW REPORTS

A. EDWARD RODZWICZ – BLET HEADQUARTERS, CLEVELAND, OHIO

On November 16, 2009, the IRB issued an Investigative Report to General President Hoffa concerning BLET President and IBT Rail Conference President Edward Rodzwicz. The report recommended that Mr. Rodzwicz be charged with failing to cooperate with the IRB by failing to appear for his scheduled IRB sworn examination on November 4, 2009. On November 19, 2009, Mr. Hoffa filed the charge and stated that a panel would be appointed to hear the charge.

B. MONICA PEASLEE – LOCAL 533, RENO, NEVADA

On November 20, 2009, the IRB issued an Investigative Report to General President Hoffa concerning Local 533 member Monica Peaslee. The report recommended that Ms. Peaslee be charged with violating her fiduciary duties to the Local and its members, embezzling and converting Local 533 funds to her own use, and bringing reproach upon the IBT when between March and June 2008, while a member and employee of Local 533, she embezzled $13,156.23 from Local 533. On November 24, 2009, Mr. Hoffa filed the charge and stated that a panel would be appointed to hear the charge.

C. MARK W. TRACY – LOCAL 533, RENO, NEVADA

On November 20, 2009, the IRB issued an Investigative Report to General President Hoffa concerning former Local 533 Secretary-Treasurer Mark W. Tracy. The report recommended that Mr. Tracy be charged with violating his fiduciary duties to the Local and its members, embezzling and converting Local 533 funds to his own use, and bringing reproach upon the IBT when between February 2006 and March 2009, while Secretary-Treasurer of Local 533, he embezzled approximately $130,459 from Local 533. On November 24, 2009, Mr. Hoffa filed the charge and stated that a panel would be appointed to hear the charge.

III. PROGRESS OF EXISTING CHARGES

A. DON HAHS - BLET HEADQUARTERS, CLEVELAND, OHIO

We have previously informed you that Don Hahs, an officer of the Brotherhood of Locomotive Engineers and Trainmen (BLET), a Division of the Teamsters Rail Conference, allegedly violated his fiduciary duties to the BLET and its members, embezzled and converted BLET funds and property to his own use and the use of others, and brought reproach upon the IBT while President of the BLET by embezzling over $58,000 from the BLET.

Mr. Hoffa issued his decision that Mr. Hahs was removed from his current position in the BLET until his current term of office has expired in 2010, suspended from membership in the BLET and the IBT for a period of one year, and required to make payment of a fine of $44,963.97. The IRB notified Mr. Hoffa and Mr. Hahs that it found the IBT decision to be not inadequate and filed an application to the U. S. District Court for Judge Preska's review. Judge Preska's order of August 18, 2009, upholding the IRB's determination, is printed in full in this issue of the *Teamster* magazine.

B. RICHARD RADEK – BLET VICE PRESIDENT

We have previously informed you that BLET Vice President Richard Radek allegedly brought reproach upon the IBT, breached his fiduciary duty, and embezzled over $6,700 in union funds by causing the BLET to pay for meals which had no union purpose and receiving an allowance which covered the cost of his home office supplies while at the same time causing the BLET to directly pay for his home office supplies. General President Hoffa filed the charges against Mr. Radek and a panel was appointed to hear the charges. Before a hearing could be held, Mr. Radek submitted to the IRB an agreement in which he permanently retired from the BLET, became ineligible to hold any appointed or elected office or employment with the BLET, the IBT or any affiliate of the BLET or the IBT, and made restitution for funds the IRB alleged he received. The IRB found the agreement served to resolve the matter and forwarded the agreement to Judge Preska for review.

C. MICHAEL A. CONWAY, LOCAL 107, PHILADELPHIA, PENNSYLVANIA

We have previously informed you that Michael A. Conway allegedly brought reproach upon the IBT and violated his membership oath while a member of the IBT when he knowingly associated with Thomas Ryan who had been permanently barred from the IBT. Mr. Hoffa filed the charge against Mr. Conway. On August 14, 2009, the IBT forwarded to the IRB an agreement from Mr. Conway. The IRB determined that the proposed agreement was inadequate as to the sanctions and the agreement was returned to the IBT. The IBT held a hearing on November 20, 2009.

D. PETER INNAURATO – LOCAL 107, PHILADELPHIA, PENNSYLVANIA

We have previously informed you that that Peter Innaurato allegedly brought reproach upon the IBT and violated his membership oath while an IBT member by knowingly associating with a member of the Philadelphia La Cosa Nostra family. Mr. Hoffa notified the IRB that he adopted and filed the charges against Mr. Innaurato and he returned the charges to the IRB for a hearing. The IRB's hearing was postponed after Mr. Innaurato submitted to the IRB an agreement in which he permanently resigned from the IBT and Local 107 and agreed never to hold membership or any position in the IBT. The IRB found the agreement served to resolve the matter and forwarded the agreement to Judge Preska for review.

E. TONY MANERO, LOCAL 282, LAKE SUCCESS, NEW YORK

We have previously informed you that Tony Manero allegedly brought reproach upon the IBT and violated his membership oath while a member of the IBT when he knowingly associated with Thomas Sassano, a member of the Gambino La Cosa Nostra Family. Mr. Hoffa filed the charge and referred the charge back to the IRB for a hearing.

Before a hearing was held, Mr. Manero signed an agreement in which he permanently resigned from the IBT and Local 282 and agreed never to hold membership or any position in the IBT. The IRB found the agreement served to resolve the matter. On October 30, 2009, Judge Preska approved the agreement.

F. ROBERT A. HOGAN - LOCAL 714, BERWYN, ILLINOIS

We have previously informed you that Robert A. Hogan, Joint Council 25 Vice President and Local 714 Secretary-Treasurer, allegedly failed to act appropriately after he created a situation likely to result in a violation of the Consent Order when he rehired Robert Riley to work at Local 714 and failed to take any action to prevent, and, after learning, to address Mr. Riley's ongoing contact with William T. Hogan, Jr., a prohibited person under the Consent Order.

The IRB held a hearing on April 2, 2008, and while the IRB was in the process of issuing a decision, the IRB received a proposed agreement between Mr. Hogan and the IRB. Mr. Hogan agreed to permanently resign all positions with Local 714 and Joint Council 25 and for a period of two years he would not hold any officer position with the IBT or any IBT affiliated entity. He further agreed not to be an officer or employee of Local 727 for five years. The IRB found the agreement served to resolve the matter and forwarded it to Judge Preska for review.

G. LOCAL 726 – CHICAGO, ILLINOIS

We have previously informed you that the IRB issued an Investigative Report to General President Hoffa recommending that Local 726 be placed in trusteeship because the Local is not being conducted in accordance with the IBT Constitution and the Local's Bylaws and the Local has engaged in financial malpractice. Secretary-Treasurer and Principal Officer Thomas Clair, President John Falzone and Local Trustee Michael Marcatante, who were also Trustees of the Local 726 Pension Fund, allegedly breached their fiduciary duties by causing the Pension Fund to transfer $125,000 to the Local. There was no documentation reflecting approval of the Pension Fund for or the nature of these transfers.

Several months later, Mr. Clair, Mr. Marcatante, and Recording Secretary John Hurley loaned a total of $112,000 to the Local in order for the Local to repay the Pension Fund. Unlike the alleged loans from the Pension Fund to the Local, these loans were documented, had specific rates of interest, and were secured by the Local's assets. Without Local Executive Board approval, Mr. Clair, who signed the loans on behalf of the Local, pledged the assets of the Local to secure the three loans, including his.

The Pension Fund Trustees also breached their fiduciary duties by failing to maintain proper records, such as minutes or any other documentation of Trustees meetings. In addition, as of April 30, 2009, the Local owed $119,422 in delinquent contributions to the Pension Fund and $77,326 to the three officers who made loans to the Local to repay the Pension Fund. Moreover, the Local's monthly Trustee Reports did not accurately portray the Local's financial condition.

Mr. Hoffa established a trusteeship on August 3, 2009.

H. THOMAS CLAIR, JOHN FALZONE AND MICHAEL MARCATANTE – LOCAL 726, CHICAGO, ILLINOIS

We have previously informed you that Secretary-Treasurer and Principal Officer Thomas Clair, President John Falzone and Local Trustee Michael Marcatante allegedly brought reproach upon the IBT and violated their fiduciary duties while officers of Local 726 and Trustees of the Local 726 Employee Pension Fund.

In 2007 Mr. Clair caused the Pension Fund to enter into two ERISA prohibited transactions totaling $125,000. When he approved the loans from the Pension Fund as an Executive Board member, he (1) violated his duties under ERISA by acting on behalf of an adverse party in a transaction involving the Pension Fund, (2) did not set any terms for the alleged loans the Pension Fund made to the Local, and (3) made the loans without receiving any security for repayment or even a promissory note. In addition, he failed to hold documented meetings or maintain any records of Pension Fund activities and failed to administer the plan in accordance with plan documents and for the benefit of the members.

Also, without the required Executive Board approval, Mr. Clair irrevocably pledged the Local's assets to secure loans he and two other Local officers made to the Local to enable the Local to repay the amount of the two prohibited transactions to the Pension Fund. Mr. Clair also violated the Local's Bylaws in causing the Local to borrow money from himself and the others without requiring Executive Board approval, and he mislead the IBT General Secretary-Treasurer in the performance of his duties.

Before an IBT hearing was held, Mr. Clair submitted an agreement to the IRB in which he permanently retired from Local 726 and from his positions with the Pension Funds and became ineligible to hold any office or employment with Local 726, the IBT or any IBT affiliate. The IRB found the agreement served to resolve the matter and forwarded it to Judge Preska for review.

The other two Local officers, Mr. Falzone and Mr. Marcatante, while Local 726 officers and Trustees of the Local 726 Employee Pension Fund, in 2007, caused the Pension Fund to enter into the two ERISA prohibited transactions totaling $125,000. Both approved the loans from the Pension Fund as Executive Board members, violated their duties under ERISA by acting on behalf of an adverse party in a transaction involving the Pension Fund, and did not set any terms for the alleged loans the Pension Fund made to the Local. In addition, each made the loans without receiving any security for repayment or even a promissory note and failed to hold documented meetings or maintain any records of Pension Fund activities. They also failed to administer the plan in accordance with plan documents and for the benefit of the members.

Mr. Hoffa filed the charges against Mr. Falzone and Mr. Marcatante, a panel was appointed to hear the proposed charges, and a hearing was held September 25, 2009. On November 19, 2009, Mr. Hoffa notified the IRB that Mr. Falzone and Mr. Mercatante would be removed from office and barred from Union office and employment for three years as well as serving as fiduciaries on union affiliated funds for five years, but not prohibited from holding status as Union members. The IRB has the matter under consideration.

I. ERNEST E. SOWELL, LOCAL 747, HOUSTON, TEXAS

We have previously informed you that Ernest E. Sowell, while an officer, employee and member of Local 747, allegedly violated his fiduciary duties to the Local and its members, embezzled and converted Local 747 funds to his own use, and brought reproach upon the IBT when he embezzled $251,877 from Local 747.

Mr. Sowell caused the Local to pay him approximately $222,937 in unauthorized "compensatory time" and sick leave benefits which he awarded himself without the required approval of the Executive Board. In addition, Mr. Sowell caused the Local to pay $28,940 in employer contributions on his behalf to the Local's Money Purchase Retirement Plan to which he was not entitled since the Local's contribution to the Plan was based upon his total compensation, which was inflated by his unauthorized compensatory time and sick leave. Accordingly, Mr. Sowell embezzled approximately $251,877.

Mr. Hoffa filed the charges against Mr. Sowell and he concluded that these charges should be heard by the IRB. On July 16, 2009, the IRB notified Mr. Sowell that it would hold a hearing on the charges on October 14, 2009.

Before the IRB hearing was held, Mr. Sowell signed an agreement with the IRB in which he agreed to a five year suspension from the IBT and Local 747, from membership in the IBT, and if the Local owes him more than the $251,877, any such payments will be used to reduce the charged amount of embezzlement. The IRB found the agreement served to resolve the matter. On October 30, 2009, Judge Preska approved the agreement.

J. GERMAN VAZQUEZ, LOCAL 901, SAN JUAN, PUERTO, RICO

We have previously informed you that German Vazquez allegedly brought reproach upon the IBT, breached his fiduciary duty and embezzled union funds while an IBT member and Secretary-Treasurer of Local 901 of approximately $55,532 from Local 901 as a result of four unauthorized pay raises between January 8, 2005 and May 2, 2009. In violation of the Local's Bylaws that require the Local's Executive Board to approve salary increases for the Secretary-Treasurer, Mr. Vazquez either unilaterally granted himself a salary increase or unilaterally increased the amount of his salary above the increase the Executive Board approved.

Mr. Hoffa adopted and filed the charge against Mr. Vazquez and a panel was appointed to hear the proposed charge. The hearing scheduled for September 2, 2009, was adjourned when Mr. Vazquez submitted an agreement to the IRB for approval. After the IRB determined that the sanctions were inadequate and the agreement was returned to the IBT, the IBT rescheduled the hearing for December 7, 2009.

K. FRANCIS J. GILLEN – LOCAL 500, PHILADELPHIA, PENNSYLVANIA

We have previously informed you that Judge Preska upheld disciplinary action against Francis J. Gillen after the IRB determined that the resolution of disciplinary charges by the IBT against Mr. Gillen was "not inadequate". Mr. Gillen had given false testimony concerning his association with permanently barred member Thomas Ryan. On August 3, 2007, the IBT barred Mr. Gillen from holding office for five years and from membership in the IBT for three years. Mr. Gillen filed with the United States Court of Appeals for the Second Circuit an appeal from Judge Preska's judgment affirming the findings of the IRB. By order of August 14, 2009, the Appeals Court ordered that Judge Preska's decision be affirmed.

IV. TOLL-FREE HOTLINE

Since our last report to you, the hotline has received approximately 95 calls reporting alleged improprieties. As in the past, all calls which appeared to fall within IRB jurisdiction were referred for investigation. Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

To assure that all calls are treated confidentially, the system recording hotline calls is located in a cipher-locked IRB room on a dedicated line and accessed by IRB staff only. It is not manned by an investigator; however, the recorded information if complete and within IRB jurisdiction is forwarded directly to the Investigations Office.

Please continue to use the toll-free hotline to report improprieties which fall within IRB jurisdiction by calling 1-800-CALL-IRB (1-800-225-5472). If you are calling from within Washington, DC, dial 202-434-8085.

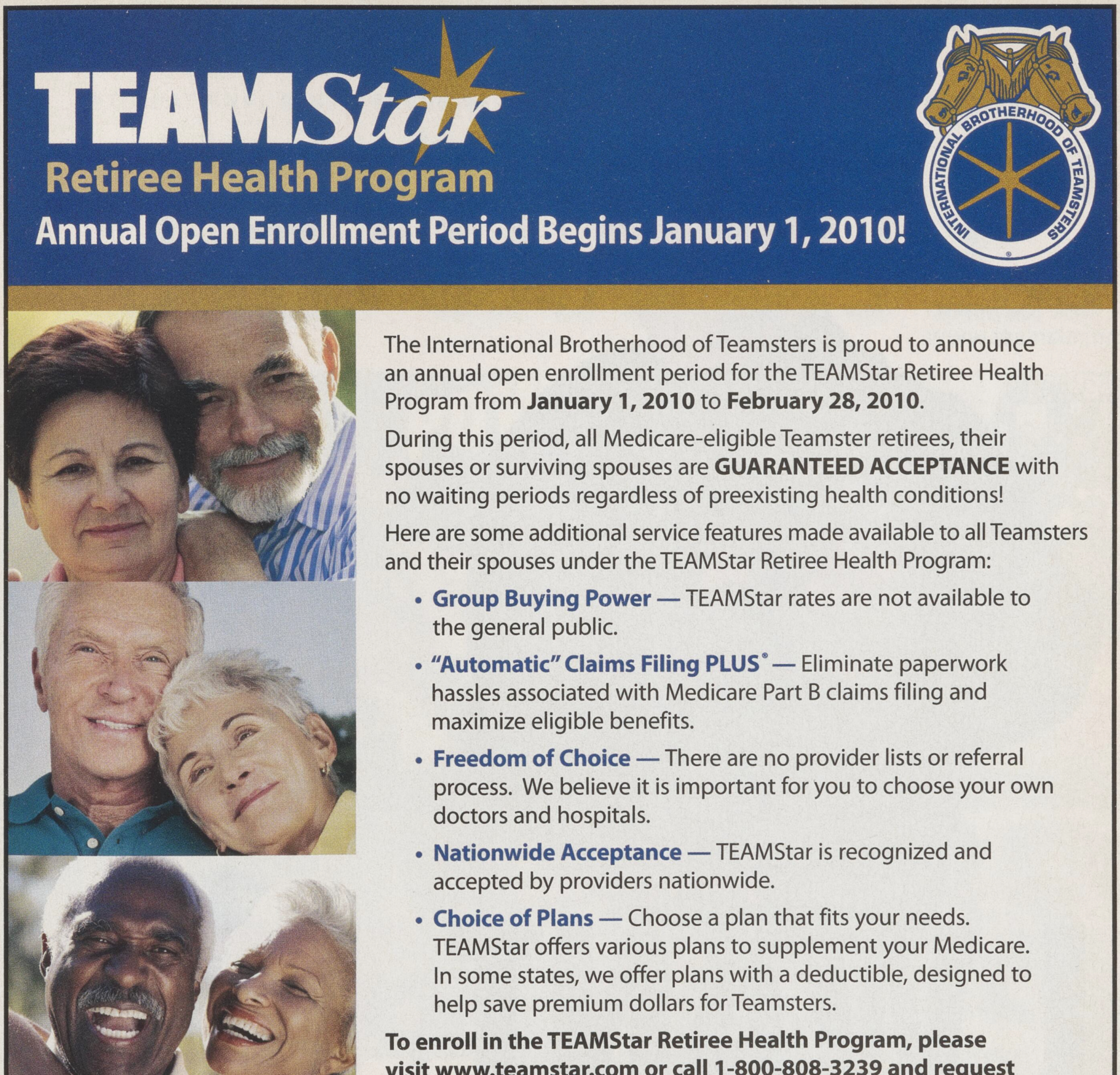
V. CONCLUSION

As always, our task is to ensure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities through these reports and also through use of the website at www.irbcases.org.

If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline noted above, use the IRB facsimile number 202-434-8084, or write to either the IRB Chief Investigator or the IRB office:

Charles M. Carberry, Chief Investigator
17 Battery Place, Suite 331
New York, NY 10004

Independent Review Board
444 North Capitol Street, N.W.
Suite 528
Washington, DC 20001



TEAMStar

Retiree Health Program

Annual Open Enrollment Period Begins January 1, 2010!

The International Brotherhood of Teamsters is proud to announce an annual open enrollment period for the TEAMStar Retiree Health Program from **January 1, 2010** to **February 28, 2010**.

During this period, all Medicare-eligible Teamster retirees, their spouses or surviving spouses are **GUARANTEED ACCEPTANCE** with no waiting periods regardless of preexisting health conditions!

Here are some additional service features made available to all Teamsters and their spouses under the TEAMStar Retiree Health Program:

- **Group Buying Power —** TEAMStar rates are not available to the general public.
- **"Automatic" Claims Filing PLUS® —** Eliminate paperwork hassles associated with Medicare Part B claims filing and maximize eligible benefits.
- **Freedom of Choice —** There are no provider lists or referral process. We believe it is important for you to choose your own doctors and hospitals.
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- **Choice of Plans —** Choose a plan that fits your needs. TEAMStar offers various plans to supplement your Medicare. In some states, we offer plans with a deductible, designed to help save premium dollars for Teamsters.

To enroll in the TEAMStar Retiree Health Program, please visit www.teamstar.com or call 1-800-808-3239 and request an enrollment packet.

Policyholder Testimonials

"I have never had a problem with the care and service I have received. It gives me peace of mind."
- Mario, Local 617 Member

"It is the best program, in all aspects. I recommend it to anyone."
- Vincent, Local 584 Member

"I rate your program and health service as one of the highest standards. Thank you for being my provider over the years."
- Thomas, Local 315 Member

"Our needs are always taken care of, in good time and accurately. We appreciate it more as we grow older."
- Maxine, Spouse of Local 962 Member

To get additional information or an enrollment packet, visit our website at www.teamstar.com or call 1-800-808-3239.

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TEAMSTERS
AN AMERICAN

General President Jim Hoffa says . . .

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TEAMSTERS ORGANIZER BOOTCAMP

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ELECTION SUPERVISOR'S REPORT: Inside-Back Cover

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

MARCH/APRIL 2010

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Victory At Continental

8,000 Fleet Service Workers Join The Teamsters

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TEAMSTER

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International Brotherhood
of Teamsters
25 Louisiana Avenue, NW
Washington DC 20001-2198
202-624-6800

The Teamster (ISSN 1083-2394) is the official publica of the International Brotherhood of Teamst 25 Louisiana Avenue, NW, Washington DC 20001-219 is published six times a year in January/Febru March/April, May/June, July/August, September/Octo November/December. Periodical postage paid Washington, DC and at additional mailing offices.

MARCH/APRII 2010 / VOLUME 107, NO. 2

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Postmaster: Send addr changes to The Teamster, Affiliates Records Departm 25 Louisiana Avenue, NW, Washington, DC 20001-21 Subscription rates: $12 per year. Single copies, (All orders payable in advance.) Members should se address changes to their local union.

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Job Creation

A MESSAGE FROM GENERAL PRESIDENT JAMES P. HOFFA

The message from Massachusetts is clear: Voters want their elected representatives to find ways to create more jobs.

I believe Scott Brown won the Senate race in Massachusetts because of 20 percent unemployment among blue-collar workers. That was the same message Congress heard. Lawmakers are considering legislation to generate jobs. The final bill will probably include tax credits, spending on roads and bridges, help for the unemployed and financial assistance to the states.

Such efforts will surely help in the short run. The Senate could also boost employment for the next two years by passing a bill that authorizes spending by the Federal Aviation Administration. About 250,000 people would be put to work over two years modernizing our air transportation system.

Support for Working Families

In the long run, though, lawmakers need to tackle several major tasks to get our economy moving. They have to restore our manufacturing base and protect pensions to save jobs.

It isn't just the assembly line workers thrown out of work when a factory shuts down. It's the plant manager's accountant, the workers' kids' teachers, the truckers moving product and the waitress at the restaurant outside the factory gates.

We must put an end to policies that encourage job creation overseas at the expense of working families here. Tax dollars spent to encourage industries such as clean energy should be restricted to U.S. companies when possible.

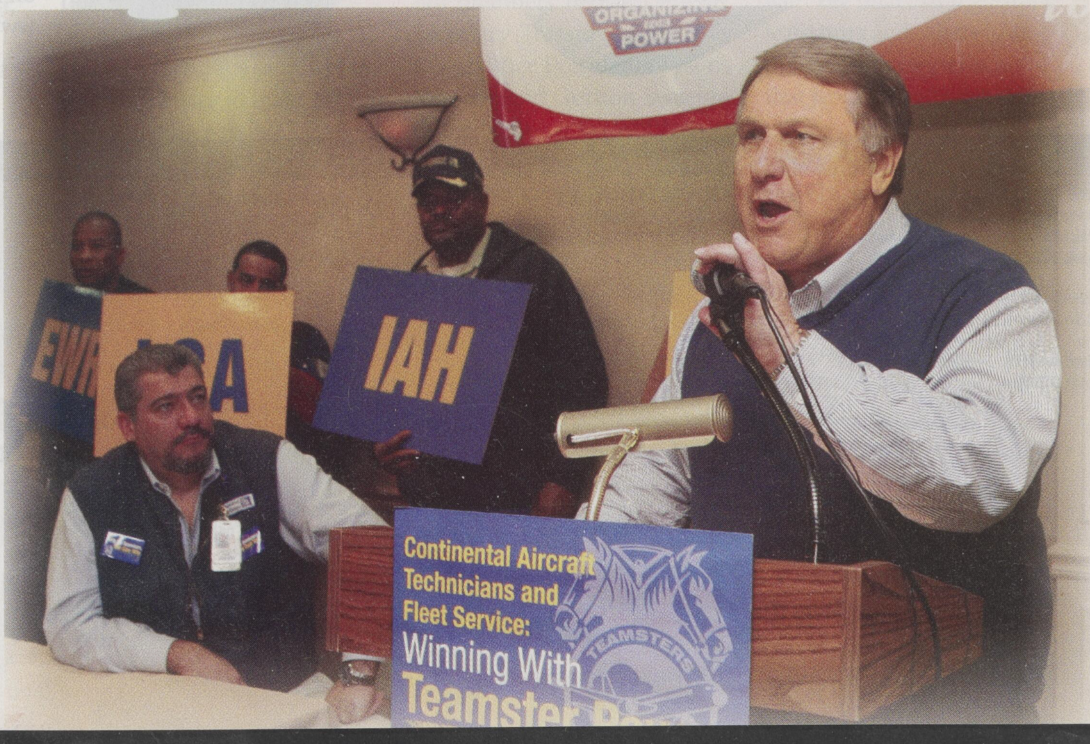
"Buy American"

But multinationals and their front groups will fight tooth and nail against "Buy America" policies for government spending. They'll claim such policies will cost jobs. They don't say those jobs are in China, South Korea and Spain.

Take, for example, stimulus money to encourage the renewable energy industry. ABC News and the Investigative Reporting Workshop found that 80 percent of $1 billion in grants for wind energy went to foreign-owned companies. That's unacceptable.

Reps. Earl Pomeroy and Pat Tiberi have introduced a bill that will go a long way to stabilizing our pension plans. The Preserve Benefits and Jobs Act will help many Americans keep their pensions—and many more keep their jobs. It's a good start to get working Americans back on the path to recovery.

James P Hoffa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TEAMSTERS

Tide Turning Against Bad Trade Deals

TRADE Act Introduced in House and Senate

When two congressmen became the 128th and 129th co-sponsors of legislation to reform America's trade policy, it was a clear sign that Americans are increasingly fed up with bad trade deals.

Teamsters have long fought these job-killing trade agreements, from NAFTA to CAFTA to PNTR. The union is currently fighting proposed trade deals with Panama, Colombia and South Korea.

Teamsters were at a news conference in California earlier this year when Democratic Reps. John Garamendi and George Miller signed on to the trade-reform bill, called the TRADE Act. That gave the bill a majority of support among the 256-member Democratic caucus. Miller is an especially important voice against bad trade deals because he is a close ally of House Speaker Nancy Pelosi.

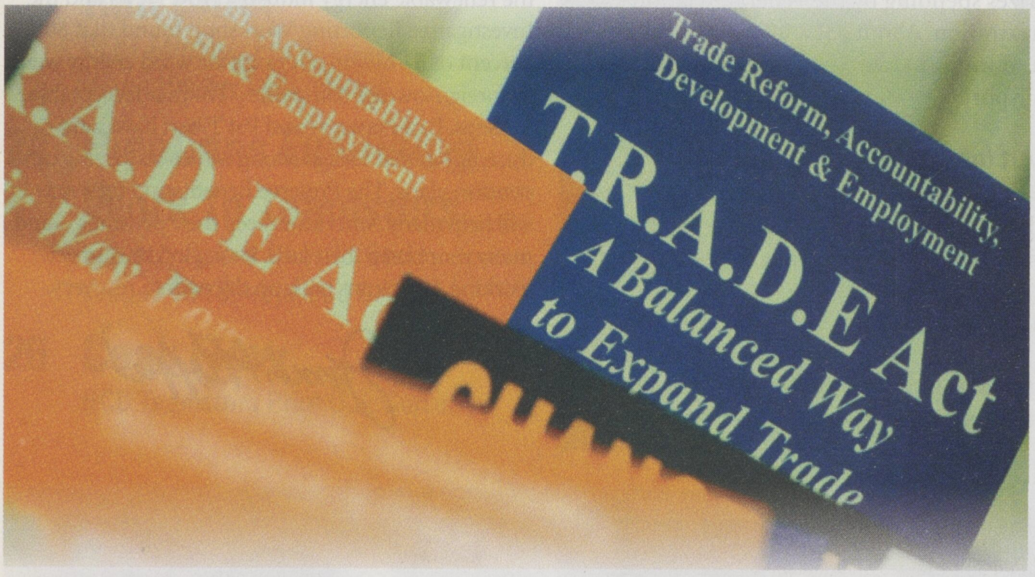
"More and more, our friends in Congress understand what working men and women have understood for years: these so-called 'free-trade deals' are devastating to our economy," said General President Jim Hoffa.

"Our fight against bad trade deals like Colombia and Panama is finally paying off. Now that most members of the majority party in the House of Representatives signed on to the TRADE Act, it's unlikely these deals will ever get approved."

The TRADE Act would make sure that the benefits of trade go to workers, not just multinational corporations and Wall Street. It protects workers' rights, prevents future trade deals from banning "Buy American" policies and prohibits foreign companies from having more rights than U.S. citizens.

The bill has been introduced in both the House and the Senate.

For more information on the TRADE Act, visit www.teamster.org/tradeact.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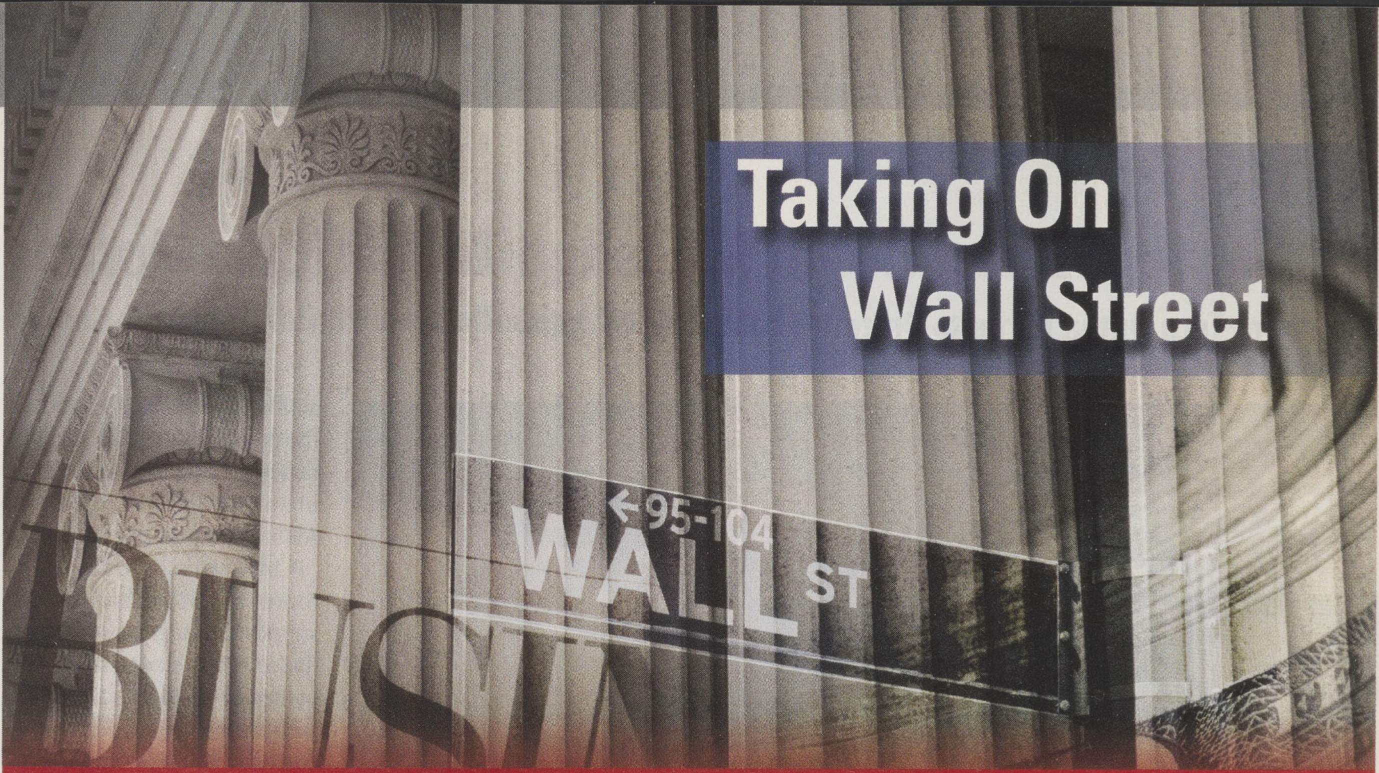


Taking On Wall Street

Union Breaks New Ground to Save 30,000 Freight Jobs

In a story that gained media attention nationwide, Teamsters Union leaders and members took on Wall Street to help YRC Worldwide (YRCW) avert bankruptcy, saving 30,000 Teamster freight jobs. The union helped YRCW reach the necessary thresholds on the company's bondholder debt-to-equity exchange.

In a January 9, 2010 column in the *New York Post,* Terry Keenan wrote that General President Jim Hoffa is "the one man who has stared down Goldman Sachs and the big-money crowd on Wall Street and come out a winner."

The Teamsters successfully shed light on the fact that Goldman Sachs Group Inc. and other banks were trying to profit from a failure of YRCW. At issue were credit-default swaps (CDSs), which provide "insurance payments" to investors when a company goes bust. Some Wall Street firms essentially made bets in the hopes that the exchange would fail and YRCW would go out of business. The bondholders with CDS coverage stood to make money if it happened.

"Just this once, a powerful union stopped the casino operators in their tracks. Meanwhile, too many other workers are left simply to fulfill their role as chips on the tables," a story in Counterpunch said.

"Our members have made tremendous sacrifices in leading the way to make this restructuring possible," Hoffa said. "Given the circumstances, this news is as good as we could have hoped for. The announcement that YRCW's bondholders have agreed to eliminate a significant amount of debt paves the way for the company to re-establish its customer base in the less-than-truckload (LTL) market."

Major Breakthrough

Hoffa said the YRCW debt exchange marked "our first time doing a campaign like this where we really had to get into high finance."

"It's a new breakthrough for labor unions working on Wall Street to make something happen," Hoffa said. "It's very positive for a major company."

The bond exchange was truly a team effort. Departments at the International Union worked tirelessly on our members' behalf. General Secretary-Treasurer Tom Keegel, Vice Presidents Tyson Johnson and Gordon Sweeton in the National Freight Division and numerous other union leaders helped make it happen.

Teamster leaders wrote letters, worked the phones, held demonstrations, demanded meetings and did a lot of other behind-the-scenes work that all contributed to the successful outcome.

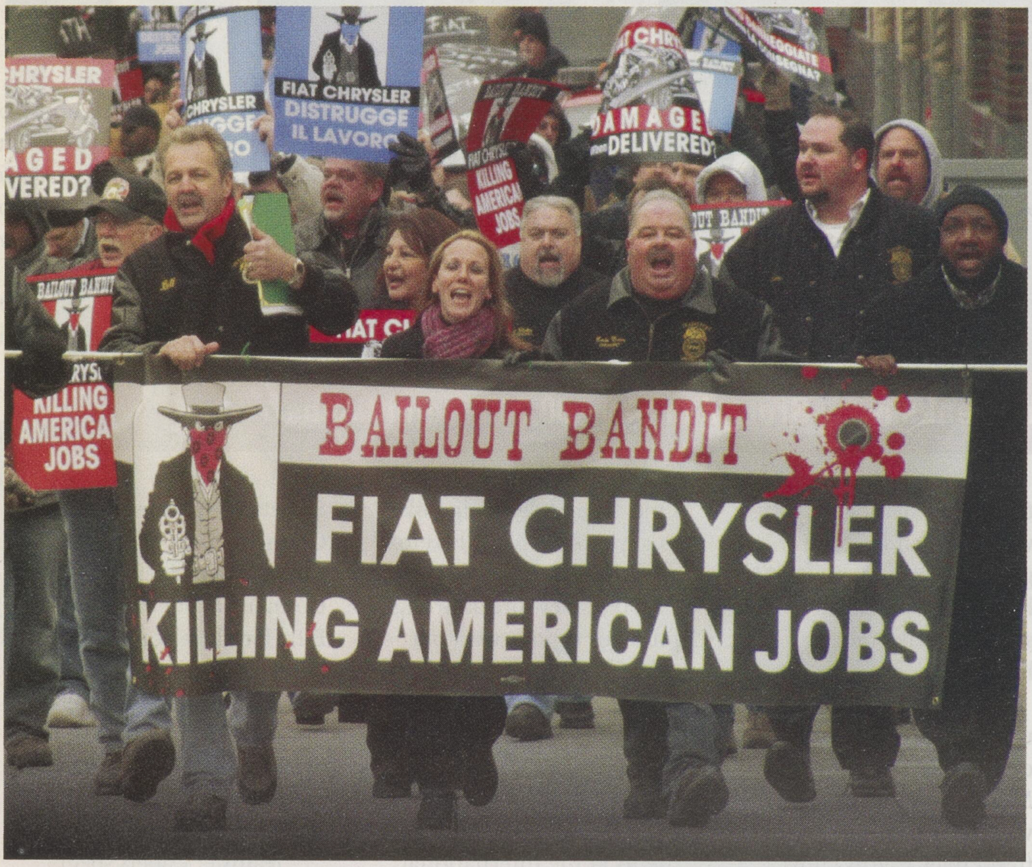
International Vice Presidents Rome Aloise and Bill Hamilton were instrumental, as were Dave Laughton, Secretary-Treasurer of Joint Council 10, and George Miranda, President of Joint Council 16. For example, Bill Hamilton contacted Pennsylvania State Treasurer Rob McCord, asking the treasurer to put pressure on Brigade Capital Management, one of the hedge funds involved.

Teamster leaders spent countless hours on the phone with key financial regulators, legislators and others to stop this perverse money scheme that would have resulted in the loss of 30,000 middle-class jobs.

The successful exchange, which concluded December 31, was the final piece of a comprehensive restructuring plan that required all key stakeholders—YRCW's Teamsters and nonunion workers, pension funds, secured lenders and bondholders—to contribute to helping the company weather the worst freight recession in generations.

Carhaulers Drive Home Message To Fiat/Chrysler

Members Turn Out in Force to Protect Thousands of Jobs



Hundreds of Teamster carhaulers and their supporters turned out for a series of actions at auto shows in January to protest Fiat/Chrysler's plan to kill good jobs by moving work to cut-rate carriers.

Fiat/Chrysler received $14 billion in U.S. taxpayer bailout money that was supposed to help the economy and save jobs. However, Fiat/Chrysler is now making business changes that endanger more than 5,000 good jobs with health benefits.

During the week of the North American International Auto Show (NAIAS) in Detroit, hundreds of Teamsters from Locals 299, 580 and 486 turned out in support of carhaulers whose livelihood is being threatened by Fiat/Chrysler plans.

The union kept the pressure on the company with actions the entire week, including a march and rally, a protest outside the 2010 NAIAS Charity Preview, leafleting at a Red Wings game and an action at the Detroit offices of the Italian Consulate.

"Do not think that when we leave here today, this is over—we're not done until we have victory," said Kevin Moore, Local 299 President, during the Jan. 16 rally outside the Cobo Center in Detroit. "We are going to rattle the chains, we're going to knock on the doors, all day long, all week long, all year long, until we win this thing."

Keeping the Pedal Down

The union continued to make sure Fiat/Chrysler heard the message during the weeks following the NAIAS, with actions at auto shows across the country, including Providence, Rhode Island; Washington, D.C.; Birmingham, Alabama; and Philadelphia.

In Washington, D.C., more than 60 carhaulers and supporters staged a song-and-dance routine criticizing the company on the floor of the convention center during the auto show. While everyone sang, a banner that read "Fiat/Chrysler: Damaged When Delivered?" was also raised on balloons to the convention center ceiling.

Outside the auto shows in Providence, Birmingham and Philadelphia, consumer activists and union members handed out leaflets to attendees that read, "Fiat/Chrysler Buyers Beware: Hidden Damages On New Cars?" Teamster locals turned out supporters in force at every event.

"After Fiat/Chrysler received so much taxpayer money, it is disappointing that they would treat long-time carriers with their thousands of drivers in this manner," said Teamster Carhaul Division Director Fred Zuckerman. "In this economy, America cannot afford to lose even more good jobs with good benefits. I don't think this is what taxpayers had in mind when they supported these bailouts of the auto industry."

For more information, visit CarBuyersBeware.com.

Teamsters Help Haiti

Union's Disaster Relief Fund Collecting Donations

In the wake of a massive earthquake that struck the island nation of Haiti on January 12, Teamsters everywhere have come together to help support victims. General President Jim Hoffa is urging members to donate to the Teamsters Disaster Relief Fund. Money from the fund will assist victims of Haiti's earthquake.

"Our thoughts and prayers go out to the victims of this tragedy," Hoffa said. "I encourage all of our members to open their hearts to the people of Haiti and give what they can."

Local 769 in Miami is working with faith-based charities to collect monetary donations and supplies that will be sent to victims. And some Teamsters, including Shuttle America flight attendant Jeff Abney, are helping victims directly. Abney, a member of Local 135 in Indianapolis, recently helped transport 53 Haitian orphans from Florida to Pennsylvania.

The U.S. Air Force had transported the orphans to Orlando from Haiti's capitol, Port-au-Prince. From there, Republic Airways, which owns Shuttle America, took over and safely transported the children to Pittsburgh. Once in Pittsburgh, the orphans received medical treatment and were eventually placed with families who had elected to adopt them.

'It Tore My Heart Apart'

Abney was stunned when he saw the orphans for the first time. "The poor things were wrapped up in these nasty, yellow emergency blankets. A lot of them had no clothes; the clothes they had were just what they were able to find," Abney said. "A lot of them didn't understand English, but they were smiling."

During the six-hour flight, it was Abney's job to help feed the children, who ranged in age from 2 to 14. As he passed through the aisles, children pulled on Abney's pant legs and shirt, begging for more food. Most were looking for food not for themselves, but for younger siblings and peers.

"It was as if survival skills set in. I saw older kids just eating the meat and bread from the sandwiches and giving what was left to the younger children," Abney said. "They were all so young and it tore my heart apart."

Abney experienced a particularly touching moment when the children exited the aircraft in Pittsburgh. Before stepping out of the plane, a small girl handed Abney the only thing she owned: a stuffed koala that had been donated to her by the airline.

"I tried explaining to her that the koala was hers to keep," Abney said. "But she handed it to me and said 'Thank you.'"

It is moments like those that will stay with Abney forever.

"I look back now and can't believe how many things I have that I take for granted. I will never go to bed mad again; I will never overlook the smallest piece of food or take for granted the clothes I'm wearing," he said. "There is so much out there that we can get mad at; but we never look at the other side of the fence and see a 3-year-old fending for himself, trying to find food. There are so many people who have it so much worse."

Abney and his co-workers are donating all monies they make from the trip to the Haitian relief effort.

Ohio Central Workers Join BLET

BLET Continues Short Line Organizing Success

The Brotherhood of Locomotive Engineers and Trainmen (BLET) scored a short line organizing victory recently as a majority of workers at the Ohio Central Railroad/ Columbus & Ohio Rail Road Co. voted to make the BLET their designated collective bargaining representative. The organizing victory brings 47 new train and engine service employees into the ranks of the BLET.

"The best way to thank these individuals for joining the BLET is to get to work right away and begin negotiations on a collective bargaining agreement that will give them the benefits of a strong union contract," said BLET National President Paul Sorrow.

"These new members are a great group of guys who knew they wanted to be a part of organized labor," said BLET Organizing Director Tommy Miller.

Headquartered in Coshocton, Ohio, the Ohio Central Railroad/Columbus & Ohio Railroad Co. is a subsidiary of Genesee & Wyoming, Inc. (GWI). It is among a group of nine short lines known collectively as the Ohio Central Railroad System, which was acquired by GWI on October 1, 2008. The Ohio Central system operates over a combined 400 miles of track. As a whole, the short lines of the Ohio Central system move about 140,000 carloads annually and service four solid waste landfills, multiple coal mines, a coal-fired power plant and steel producers, among others.

For more information, visit www.ble.org.

Teamsters Pop The Cork On Award-Winning Wine

Local 117 Members Produce Chateau Ste. Michelle Wine

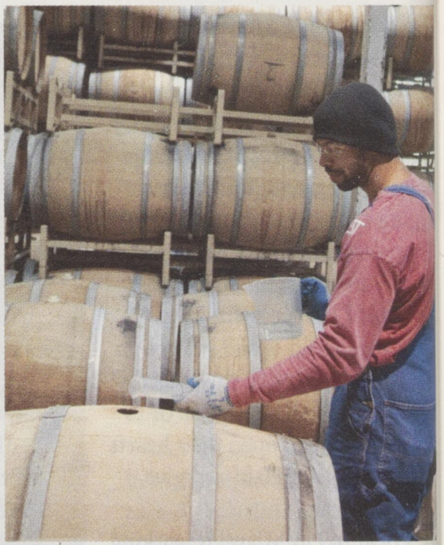
For more than 35 years, Tukwila, Washington's Local 117 has represented Chateau Ste. Michelle employees in the bottling line, the barrel room, production, and shipping and maintenance.

"From the time the juice arrives at the facility to the time the bottles go out the back door, we handle every aspect of production," said Terry Combs, a 34-year Chateau Ste. Michelle Teamster and Local 117 shop steward.

Production at the winery, Combs explains, involves everything from hooking up to the trucks and pumping the juice into the tanks to creating the wine blends and filling and storing the barrels for fermentation. They also oversee the filtering process and run the bottling line.

The winery has received multiple awards since the Teamsters came aboard in 1974, including 15 Winery of the Year honors from Wine and Spirits Magazine. Founded in 1934, Chateau Ste. Michelle is located in Woodinville, Washington on an estate dating back to the early 1900s. Currently, the winery employs approximately 26 full-time Teamsters.

"We have a dedicated crew with a lot of long-term employees," Combs said. "That is certainly part of our success. Having the Teamsters here helps a lot. We make a decent living, our health and welfare benefits are good, and we have a great retirement plan."



Land-O-Sun Teamsters Approve New Contract

Members in Six States Win Gains

Land-O-Sun's PET Dairy Teamsters in Georgia, Kentucky, North Carolina, South Carolina, Tennessee and Virginia have voted overwhelmingly to approve a new four-year contract.

On Dec. 23, 82 percent of members voted to approve the contract that included wage increases, sick pay, seniority rights and job security. Commission rates for route drivers increased by 6.5 percent and all other hourly employees got wage increases of $1.60.

"It is good to see that the Teamsters Union can deliver solid improvements during such tough economic times," said Ricky Maxwell, the Teamsters Southern Region Dairy Director. "The members' participation in proposals and negotiations really made a difference. There was a 4-to-1 majority in favor of the new contract."

The contract covers a total of 300 workers at 18 distribution centers in the following locals: Local 61 in North Carolina; Local 509 in South Carolina; Local 519 in Tennessee; Local 592 and Local 822, both in Virginia.

Brian Ball, Secretary-Treasurer of Local 61 in Asheville, N.C., said Teamster negotiators were able to fix a lot of problems workers had on the job.

Answering The Call

Teamsters Raise $550,000 to Fight Cancer

Teamster members in Utah recently answered the call to assist those battling cancer, helping raise an incredible $550,000 in two days. For the third year in a row, Teamsters with Local 222 in Salt Lake City manned the phones for the K-Bull 93/Huntsman Cancer Foundation Radiothon, which raises funds for cancer research, education and treatment.

"This was fantastic. The phones were really ringing," said Juanita Drew, a 12-year member of Local 222 who works at UPS. "I had an 8-year-old girl call in to say her grandmother had just died of cancer. She brought in her piggy bank and was so proud to count out and donate $27."

The local's membership and staff came out in full force to answer calls to the radio station for donations, and encouraged their co-workers, companies and other labor union members to support this good cause.

"There was a great response from our members. We were out there showing that Teamsters are good people. We're supporting the community and helping where we can," said Tommy Monthey, Secretary-Treasurer of Local 222.

It all started with Lisa Oveson, the Recording Secretary and LEARN Coordinator for Local 222. As a cancer patient, Oveson and her daughters volunteered with the annual fundraiser, and wanted to expand the effort through enlisting the help of her fellow Teamsters.

"Our local is really involved in the LEARN program and our members get involved in the community through different activities. This is one of the important ways we are helping out," Oveson said.

Juanita Drew has volunteered for several years to answer the phone at the radiothon and has shared her story with others. Although she is doing fine now, a year ago Drew was diagnosed with breast cancer.

"I was helping out, but I never dreamed I'd have to use these services," Drew said. "You never know what's going to happen tomorrow, that's why it's so important to do something to help right now."

Meet The Seamsters

Teamsters at Nationwide Uniform Say Variety Keeps Job Interesting

Chances are, the next time you see a firefighter, police officer, postal worker or someone in the military, their uniform was made at the Nationwide Uniform Corp. by very skilled sewers and pressers represented by Local 783.

About 350 Teamster members work at the garment factory in Hodgenville, Ky., making uniforms for workers all over the world, said Todd Thomason, Secretary-Treasurer of Louisville's Local 783.

"These workers are extremely skilled at what they do and the uniforms they make are top notch," Thomason said. "They make uniforms for many Public Service Division workers, and they've even made uniforms for the Saudi Arabia National Guard.

Gwen Spruel has worked at Nationwide Uniform for 37 years and takes pride in how skilled her fellow Teamsters are. Her current title is final inspector for trousers.

"It's a good feeling to see the uniforms we make worn by so many workers around the world," Spruel said. "We take pride in what we do."

Like Spruel, many of the workers at the factory are women who have worked there for decades since the work requires a lot of skill.

"The uniforms are all different, from the stitching, to buttons and borders and the material," said Spruel, also the chief steward at the factory. "Different stitches, different buttons, different borders, different material. That's what makes the job interesting."

8,000 Workers at Continental Airlines Win Strong Voice as Teamsters

VICTORY at Continental

After years of frustration at having no voice in the workplace, Jorge Bonilla and nearly 8,000 of his co-workers at Continental Airlines are now Teamsters and are on their way to a brighter, more secure future.

The fleet service workers at Continental have had no union, and they were tired of seeing their unionized co-workers getting treated much better than they were. There have been five organizing attempts—all involving other unions—over the past decade, and all fell short. In their victory forming a union with the Teamsters, they had to overcome a vicious anti-union campaign from Continental and outdated Railway Labor Act (RLA) election rules that workers were instrumental in fighting to get changed (see side story). The workers remained united and worked extremely hard forming their union.

"We reached out to the Teamsters because we knew the Teamsters could get this done," said Bonilla, a worker in Houston. "We were right and it feels great to be a Teamster!"

Bonilla and his co-workers across the country voted in January and early February by telephone and via the Internet. The fleet service workers join the 3,600 Teamster mechanics at Continental who have improved their lives tremendously since they joined the Teamsters more than 12 years ago.

> "We were right and it feels great to be a Teamster!"
>
> – JORGE BONILLA, A WORKER IN HOUSTON

'Teamster Difference'

"It took the 'Teamster Difference' to make a difference—the ability to push us over the top," said Mark Cline, a 17-year employee in Cleveland. "This election proves that the Teamsters are the strongest and best union in the airline industry."

"This is a great victory for these workers, who deserve the same dignity, respect and strength that the 3,600 Teamster mechanics have at Continental," said Jim Hoffa, General President. "I had the honor and pleasure of meeting hundreds of Continental fleet service workers at rallies I attended in Houston, Newark and Cleveland, and I look forward to working with the fleet service workers to win them a strong contract."

"We continue to expand our airline industry membership because airline workers know the Teamsters Union is the strongest transportation union in North America, whether it's representing workers on the roads, on the rails or in the skies," said Jeff Farmer, Teamsters Organizing Director.

"Our Airline Division continues to get stronger and stronger, and now has more than 64,000 members," said Capt. David Bourne, Director of the Teamsters Airline Division. "This victory at Continental gives us momentum as we continue to organize airline workers across the country."

The fleet service workers include a variety of job classifications, such as loading and unloading baggage and cargo, taking responsibility for the safety of customers and crew, directing aircraft to and from gates, operating ground equipment and other duties.

Jerome Richards, a worker in Newark, said a huge burden has been lifted. Without a union, workers have had no say in their battle to improve their jobs, he said. Plus, there's no better union than the Teamsters to make workers strong.

"I feel relief being a Teamster member because now I feel like a free man on my job," said Richards, an 11-year employee. "Without the Teamsters, management had all the say. There will be no dictatorship anymore."

"It feels great to have real power and a real say in the workplace—a strong voice," said James Wells, a worker in Boston and 16-year employee.

"I've been with this company for 22 years. I've been through the good times and bad times," said Lowell McDonald, a worker in New Orleans. "Never once have I changed my work ethic, and there are a lot of people like me who give it their all every day. All we want is the company to respect us. With the Teamsters backing us, we will get the respect we deserve."

Job Security, Fairness

The workers formed their union because they want job security during these uncertain times facing the airline industry. The workers turned to the Teamsters because they want protections in the event of a merger with United Airlines or another airline.

Also, the fleet service workers had their pay cut more than the unionized groups in 2004 during a round of concessions and they want those cuts fully restored. Teamster-represented mechanics have had their pay fully restored since the cuts. Because the mechanics were Teamsters, they had a seat at the table to negotiate what cuts were to be made, while the fleet service workers had to take what the company told them to take.

"The biggest issue is fairness, particularly when it comes to pay raises and pay cuts," Bonilla said. "For example, during concessions about five years ago, the mechanics negotiated a 4 percent pay cut, which they have recouped, while we were told we were getting a 10-percent pay cut, much of which we haven't gotten back."

The workers also want overtime fairness, consistent and fair work rules, and they want to be able to negotiate senior employee top-out wages.

The workers know they need a strong union contract so that their rights and protections will be in writing. For example, with a strong contract, workers can negotiate scope language that protects their jobs. Workers also have real concerns with the Star Alliance, the world's largest global alliance of airlines. The Teamster mechanics at Continental negotiated a no-layoff clause during the last round of concessions, and fleet service workers want the same ability to negotiate protections.

Regarding work rules, the company has a "Fly to Win" handbook, but those are the company's rules, which the company can change at any time. Workers want the rules and their rights spelled out in a legally binding contract.

The workers had to overcome a vicious anti-worker, anti-union campaign waged by Continental management. Last September, the Teamsters filed a lawsuit against

Teamster Mechanics Make BIG Gains

Continental Aircraft Technicians and Fleet Service:
Winning With Teamster Power
TEAMSTERS
AIRLINE DIVISION

Teamster-represented Continental mechanics, who have one of the strongest contracts in the industry, supported the fleet service workers' campaign to become Teamsters.

The mechanics know first hand the strength of being Teamsters. Prior to their first Teamster contract in 1999, their situation was bleak. Thousands of the mechanics were on furlough, had no union and their benefits, pay, and work rules were the worst in the industry. Their retirement was a joke. They were entirely at the mercy of management. Even their jobs were in peril because of management's intention to outsource as much of their work as possible.

The mechanics had an Employee Council that tried its best to hold its own, but in the end were dictated to by management. The mechanics needed the strongest union in the country—one with vast resources and the willingness to help them fight for their rights at the bargaining table.

The mechanics have negotiated three contracts (and are currently in negotiations for their fourth contract) and have turned their entire situation around. Even in times of concessionary bargaining, the mechanics were able to negotiate a fair agreement that included having their pay restored prior to the end of the agreement; they kept their 401(k) match and were able to negotiate a no-layoff clause for the duration of the agreement.

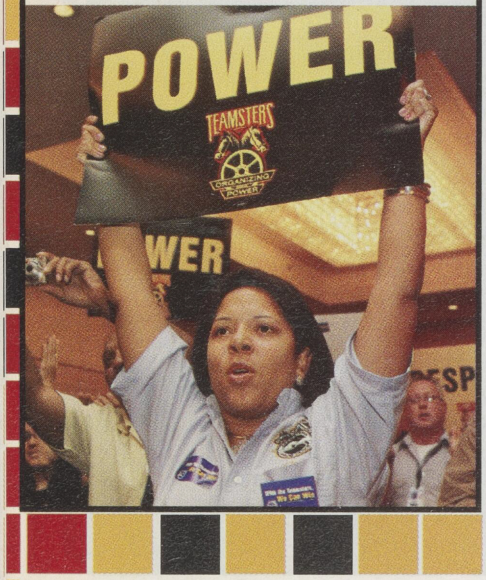
The mechanics' pay is solid and has kept up with the rest of the industry, they enjoy a pension plan, and they fixed their overtime procedure, eliminated favoritism, worked out a strong trade-day policy and capped their contribution to health insurance costs. But by far the most important achievement has been in job protection. The mechanics' contract has some of the strongest scope language in the industry and protects mechanics from outsourcing of their work and provides protection in the event of an acquisition or merger.

A History of Winning

In recent years, the Teamsters have won huge organizing victories in the airline industry, not to mention victories in other industries. The airline victories include:

- **350 Southern Air pilots and 250 Cape Air pilots in January 2010;**
- **485 mechanics and related employees at Horizon Air in April 2009;**
- **Nearly 900 flight crewmembers at Atlas Air and Polar Air Cargo in December 2008;**
- **9,300 active and furloughed mechanics at United Airlines in March 2008;**
- **3,400 America West customer service representatives in September 2004; and**
- **More than 3,600 mechanics at Continental Airlines in 1998.**

The Teamsters have an organizing model that works. During the last two years, the union has organized more than 67,000 workers. That figure is now more than 75,000 workers with the Continental victory!



the airline for violating workers' rights to organize. On numerous occasions, the company refused to allow workers to distribute union literature in the workplace, including in break rooms and on employee bulletin boards.

Teamsters' Winning Model

The Teamsters Union once again showed it has the experience, resources and expertise to win. The union implemented its winning organizing program, which included dispatching organizers to every corner of the country, establishing a strong worker organizing committee with members across the country, and getting workers involved with every step of the campaign. Workers spoke to their co-workers, made thousands of telephone calls, knocked on thousands of their co-workers' doors, attended rallies, sent out countless e-mails and set up a Facebook page that nearly 400 workers joined.

In addition to reaching out to workers at the main hubs and larger stations, the Teamsters contacted workers in the smaller stations across the country, a key to the victory.

"We were tired of fighting for our jobs, tired of worrying about losing our jobs," said Tom Adams, a worker in Kansas City, Missouri. "May of us had lost hope. That's why we turned to the Teamsters. Being a Teamster means hope. Hope for a better future. Hope for a better life. Hope to build a better company to work for. As Teamsters, we are inspired and hopeful now."

"We did it! We won!" said Cassandra Bowles, a worker in Newark. "It feels like I hit the lottery."

Bowles was active during the campaign, talking about her frustration with the company when she learned she was pregnant with her second child. The company refused to provide her with light duty and Bowles was forced to leave work for an extended period.

"As Teamsters, we will make sure the company provides light duty for pregnant women until their babies are born. Nobody should have to go through what I did," Bowles said.

"We have worked so hard to achieve this goal," said Scott Phillipsen, a worker in Houston. "This was about how they treated us. I didn't want to leave. I wanted to make things better. We want respect for the job we do. We want our work rules in black and white instead of gray, and not subject to change at any given moment."

'Best Feeling'

"I have 14 years in the company and finally becoming a Teamster is the best feeling in the world," said Rena Conkey-Crowley, a worker in Cleveland. "The top issues for me are job security and getting fair work rules that don't change all the time."

Franz Willette, a worker in Minneapolis, said workers have achieved strength that has been missing in their lives for years.

"To know we have a collective voice and are on our way to a Teamster contract makes coming to work an even more enjoyable experience," Willette said. "I love my job and I love the industry, and now I love having a voice in it. Here in Minneapolis, we thank everyone at Local 120 and everyone who voted and campaigned around the country."

David Grant, a 24-year employee who works at Baltimore-Washington International Airport, said he and his co-workers will be part of an organized group now—not individuals going it alone.

"It's going to feel good because I'm tired of all the work-rule changes and the company taking and taking from us and us not getting anything back," Grant said.

Ofa Makoni, a worker in San Francisco, said he feels good about winning, especially given the amount of work he and countless other workers put into the campaign.

"It's rewarding after all the hard work I and my co-workers put into this campaign," said Makoni, a 14-year employee. "The bottom line is we want to be treated fairly."

For example, overtime is given to those who are favorites of the supervisors, which means many workers don't ever get overtime opportunities. Makoni also wants fair work rules.

RESPECT
DIGNITY
RESPECT
Organizing Power
POWER
POWER
RESPECT
DIGNITY
DIGNITY
RESPECT

No More Favoritism

Rose Sheppard, an eight-year employee in Houston, said she is looking forward to positive changes as Teamsters.

"We really need to put an end to the favoritism," Sheppard said. "When they start treating workers more fairly, Continental will be a much better place to work. With the Teamsters, we will be represented and we can fight for the changes that we need."

"I'm very proud to be a Teamster," said Jose Ramirez, a worker in Houston. "Six years ago, we had our pay cut and the company's attitude was, 'Take it or leave it.' That was a real slap in the face. Those days are over. Now we are Teamsters and we will have a seat at the table, a say in the workplace."

Adrienne Abner, a worker in Houston, said the Teamster difference propelled the workers.

"The big difference is how much I see the Teamsters out and about—the union is dedicated to its members," Abner said. "They stayed on it all the way to the end. The union looked out for us. The Teamsters have your back all the time."

Being Teamsters will improve the lives of 8,000 fleet service workers, she said.

"All Continental workers gave up something when there were concessions, but we gave up a lot and we weren't getting much back," Abner said. "We sat back and we watched our co-workers get something back. We didn't have anybody looking out for us. But now we do—we are Teamsters!"

Workers Lobby, Testify for Fair Elections

As part of their campaign to form a union with the Teamsters, Continental fleet service workers played an instrumental role in fighting for fairer election rules. The workers lobbied and testified in support of fairer election rules which are expected to be implemented soon.

Their message was that the National Mediation Board (NMB) needs to reform its union election procedures to make them more democratic. The workers spoke in favor of a proposal that would base Railway Labor Act (RLA) airline and rail elections on a majority of those voting "yes" versus a majority of the overall unit voting. The current system means that workers who don't vote are counted as "no" votes, which is fundamentally undemocratic.

Thanks to the Continental workers' efforts, change is coming. The NMB is expected to implement new rules soon which would require a simple majority of workers to vote yes rather than the unfair system that's been in place for decades.

In late July, fleet service workers from Houston, Newark and Cleveland came to Washington, D.C. to lobby for the rule change. Reggie Robinson from Houston, Carlos Cuesta from Newark and Scot Moscovits from Cleveland lobbied at the U.S. Capitol and met with General President Jim Hoffa and the two members of the NMB appointed by President Barack Obama.

"The Teamsters have unmatched political clout and we saw that first hand," Robinson said. "I am impressed with the union's Airline Division and its ability to get members of Congress to listen to the union's concerns."

The trio met with the Airline Division's lobbyist, Jack Albertine, who accompanied them to meet with staff members from the office of U.S. Sen. Frank Lautenberg (D-N.J.).

"Taking part in this lobbying effort illustrates the power of the Teamsters to get things done," Cuesta said. "The Teamsters have the resources, strength, experience and determination to win."

Workers Testify

In early December, more fleet service workers came to Washington, D.C. to make history by testifying at the NMB's hearing on the election-rule change. James Dolezal, from Cleveland, presented the board with petitions signed by nearly 2,200 fleet service workers asking for fairer election rules.

"I think our testimony really resonated with the board, and the sight of all those petitions and signatures had a powerful impact," Dolezal said.

"The proposed rule change would take away some of the huge disadvantages workers face when they try to form a union under the Railway Labor Act," said Russell Rego, a Hub Operations Coordinator in Newark and 16-year Continental employee. "It is time for the outdated rules to be set aside so that there is a level playing field for today's workers."

Learning Labor

History of Organized Labor to be Taught in Wisconsin Public Schools

COMPOSITION

International Vice President Fred Gegare would get pretty angry when he would speak to college kids and they would ask him what the Teamsters are.

"When I would say the Teamsters are a union I would see a lot of eyes rolling," said Gegare, also President of Local 662 in Green Bay, Wis. "That's so frustrating to see that these kids have no idea that the Teamsters are responsible for so many things that people take for granted now, like Social Security and an eight-hour workday."

Fed up with the eye-rolling and blank stares from kids whenever he mentioned the Teamsters, Gegare began a crusade in 1996 to get the history of organized labor and collective bargaining taught in public schools. Also pushing for the subject to be taught were the Wisconsin Labor History Society and other union groups.

Long Battle Finally Won

Accomplishing that goal was an uphill battle, given the political climate in the Wisconsin Statehouse. But there has been a shift in ideology in recent years and in 2009, a bill was introduced to require the history of organized labor be taught to public school students.

Assembly Bill 172 passed, and on Dec. 10, 2009, Gov. Jim Doyle signed the bill into law. Starting this fall, public school students in ninth through 12th grades will learn about organized labor and collective bargaining as part of their social studies curriculum.

"I'm happy to sign this bill so that Wisconsin students understand how important the labor movement was in creating some of the most basic workplace rights that Wisconsin families enjoy today," Doyle said during the signing ceremony, attended by Gegare and many other union leaders and activists.

Paul Cole, Executive Director of the American Labor

Studies Center, said that his organization knows of no other state that has a law requiring that the history of organized labor be taught.

"There are a number of national and state standards which call for the inclusion of labor history into the curriculum, but Wisconsin is the only state that has a law requiring it be taught," Cole said.

Importance of Labor History

The Wisconsin Labor History Society will assist teachers, school districts, parents and students in accessing materials that will provide information about union history and collective bargaining.

Gegare said the law will help unions during organizing campaigns.

"Sometimes during campaigns you go out and tell people you're a Teamster and they say 'What's that?'" Gegare said. "When you say it's a labor organization, they're just dumbfounded."

"Teamsters are the ones who fought for the middle class," Gegare added. "Everyone should know that."

"Triumph of Ordinary Citizens"

Tom Bennett, President of Local 200 in Milwaukee, was among those who testified before Wisconsin state legislators on the importance of the bill.

"Growing up, my personal impressions of the importance of the values of hard work were seeing my father leave the house early in the morning and come home at the end of the day, drenched with the day's sweat," Bennett said in his remarks.

"He only complained of the boss, the weather and the old Ford he drove to work. He never complained about his pay, his fellow workers or his union. He understood what he was earning in benefits, wages, job security and worker rights were determined by the men and woman of the organized labor movement," Bennett said.

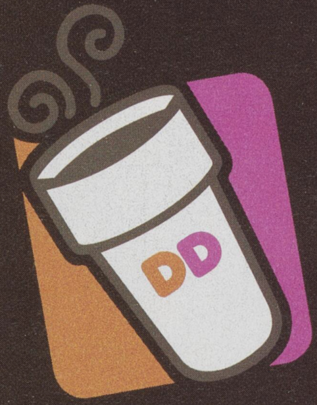
> "There are a number of national and state standards which call for the inclusion of labor history into the curriculum, but Wisconsin is the only state that has a law requiring it be taught."
>
> –Paul Cole, American Labor Studies Center

Kenneth Germanson, president of the Wisconsin Labor History Society, also testified before lawmakers.

"The teaching of labor history shows the triumph of ordinary citizens over the powers of society: Only by organizing into labor unions could working people in Wisconsin eventually gain the living standards that many of us enjoy," Germanson said.

RUNS
GARELICK FARMS

DUNKIN' RUNS ON TEAMSTERS



CA RUNS ON DUNKIN
DUNKIN' DONUTS

Coffee
DUNKIN' DONUTS
AMERICA RUNS ON DUNKIN

SWEET SUCCESS

Gerry Houde and his co-workers keep the iconic Dunkin' Donuts stores in New England stocked, providing countless customers with a jump start to their days with a coffee and a donut.

But Houde and his co-workers were looking for a jump start themselves. They were tired of starting their days facing work rules and policies that were constantly in flux.

"We just had enough—we weren't getting any respect," said Houde, a seven-year employee at the Dunkin' Donuts Northeast Distribution Center (NEDCP) in Bellingham, Mass. "We just felt that the company should at least be accountable to us. We wanted to be treated fairly."

So last August, Houde and his fellow drivers and helpers voted 100-78 to join Local 25 in Boston. There are 194 workers in the bargaining unit. The drivers deliver all types of items to the stores, including the donut dough, furniture, coffee and coffee syrup, coffee machines, ad displays and other items.

Driver Darren Horton, a five-year employee, said workers got fed up with being mistreated.

"They just kept taking from us," Horton said.

For example, when he started five years ago, Horton paid $25 a week for health insurance. That has jumped to $60 a week. The company also cut their bonuses in half and withheld a raise this past year.

"The last straw happened when the company laid off 10 helpers and two drivers and brought in part-time helpers and gave them no benefits and a lower wage," Horton said. "The drivers said, 'If they can do that to the helpers, they can do that to us.' We had no protection."

COMPANY VIOLATES LAW

A representation election at the company on April 1, 2009 fell short, but Local 25 filed charges against the company for violating the National Labor Relations Act (NLRA) for misleading workers by telling them that their 401(k) retirement plan would end if they chose to join the Teamsters. The National Labor Relations Board (NLRB) overturned that election, paving the way for the second election.

"The company lost all its credibility by violating the NLRA," said Sean M. O'Brien, President of Local 25. "This victory for the workers is an example of organizing in our core industry—trucking. Our charter going back more than a century mentions Local 25 being a union made up of drivers and helpers. This election brought us back to our roots."

The election process was a challenge because the timing was tight for the second vote.

"With less than a month to turn around the results from the first flawed election, we had no time to spare," O'Brien said. "I made sure that every agent and officer from Local 25 was involved by house calling and talking to the drivers and helpers on the street."

Local 25 also tapped its best resource—its members.

"We also coordinated an elite group of member organizers for worker-to-worker organizing," O'Brien said. "Our members are some of our best organizers and this is just another example of why it is so important to engage our members. All of our agents and officers at Local 25 were also on the ground working this campaign."

The workers contacted Local 25 because they were concerned about affordable health care, changes to their bonus plan and they wanted a consistent, strong voice in the workplace.

USING THE WEB

To help make the campaign a success, Local 25 set up a dedicated page on its local union web site. The web page featured updates about the campaign, fliers and letters from O'Brien. Many of the new members credited Local 25's strong web presence as key to combating the misinformation put out by the employer.

"The issue of trust was so important in this election, and many of the potential members had long ago stopped trusting their employer," said Steve Sullivan, Director of Organizing and Government Affairs for Local 25. "That's why we were so transparent about all of our dealings with the company on the web site."

Houde said he is looking forward to ratifying a first contract soon. Among other issues, he wants the company health care plan to improve greatly, and make it more affordable to workers.

Houde was a Teamster for 16 years at a previous job.

"It feels awesome to be a Teamster again," he said. "As a Teamster, now I know that when I walk in the door, someone from management is not going to be able to blindside me. Now I have someone to watch my back."

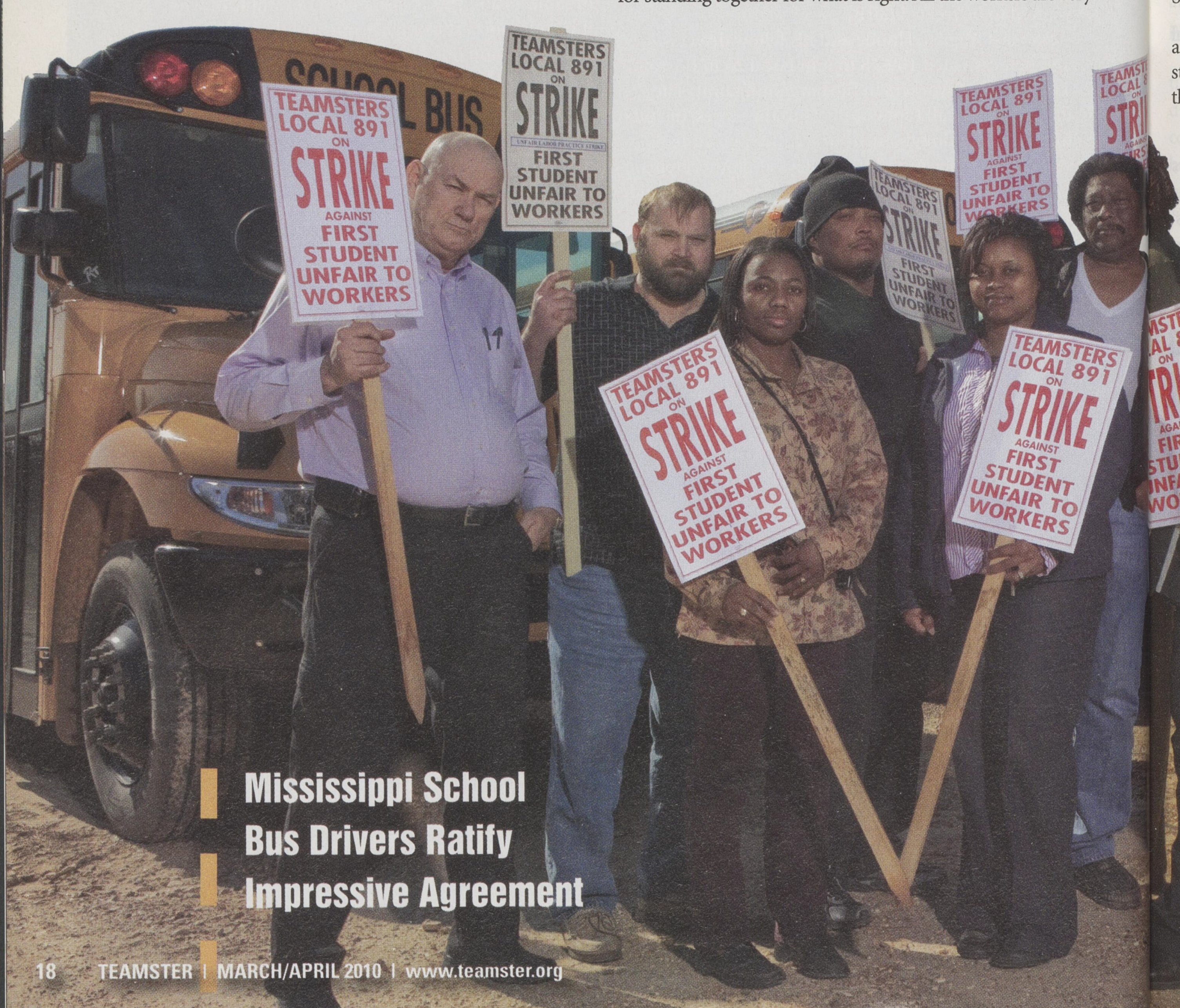
STRIKING Success

"It was about the big picture. It wasn't something we wanted to do, but it was the right thing to do. And we made history, a better life for those coming after us," said Sharon Knott, a school bus driver in Hinds County, Mississippi, about the recent strike against her employer, which led to the ratification of an impressive four-year agreement.

The first-time contract for 300 First Student school bus drivers in Hinds County comes as a result of the courage and unity of the workers, who stood strong to improve their working conditions.

The agreement provides for wage increases; two paid holidays, Martin Luther King Jr. Day and Labor Day; bereavement leave, a seniority system, bidding rights; grievance procedures; compensation for bus cleaning supplies and more.

"We're very happy with this contract and proud of our members for standing together for what is right. All the workers are very


SCHOOL BUS
TEAMSTERS LOCAL 891 ON STRIKE AGAINST FIRST STUDENT UNFAIR TO WORKERS
TEAMSTERS LOCAL 891 ON STRIKE
UNFAIR LABOR PRACTICE STRIKE
FIRST STUDENT UNFAIR TO WORKERS

Mississippi School Bus Drivers Ratify Impressive Agreement

pleased with the gains they have made, and are glad to be back at work, continuing the good work they do for our children," said W.C. Smith, President of Local 891, Secretary-Treasurer of Joint Council 87 and Executive Assistant to General President Jim Hoffa.

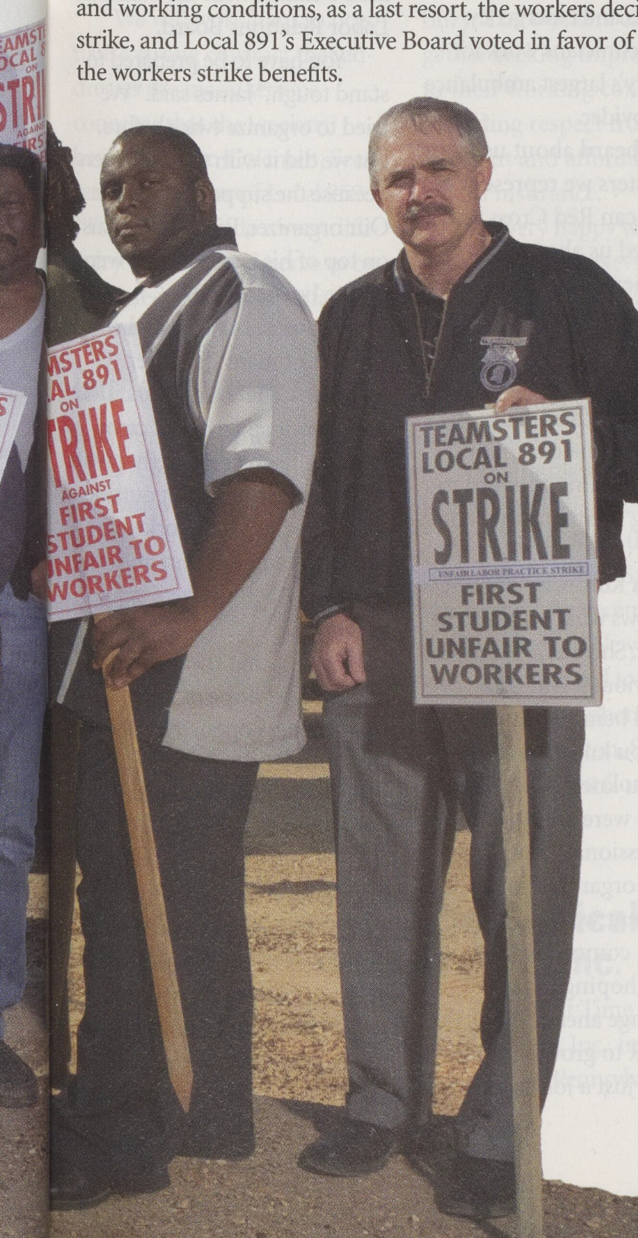
Strike Vote

First Student workers and members of Local 891 in Madison, Yazoo and Clay counties in Central Mississippi were able to reach an agreement with First Student and their school districts. However, in Hinds County, First Student and the school district were less than willing to raise standards for the drivers.

According to Smith, Jackson-based Local 891 reached out to the Hinds County school superintendent four times over the course of two weeks to see if he could assist the drivers in resolving the negotiations with First Student. Unlike the other three school districts, the superintendent would not contact Local 891.

"These were the lowest paid First Student employees in the South. We were asking for an 80 cent per hour raise the first year," Smith said. "That's the cost of a bottle of water."

After tirelessly negotiating with First Student for a fair wage and working conditions, as a last resort, the workers decided to strike, and Local 891's Executive Board voted in favor of paying the workers strike benefits.


TEAMSTERS LOCAL 891 ON STRIKE AGAINST FIRST STUDENT UNFAIR TO WORKERS
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FIRST STUDENT UNFAIR TO WORKERS

Deeper Respect

The workers stood outside their First Student school bus yard, holding their picket signs as the rain poured down. As cars and trucks passed by, they honked in support.

"It was good to hear the cheers from our supporters. It really moved me," Knott said. "There were parents telling us, 'I hope everything works out and you get what you need because I didn't realize how important it is what you do.' I received a note from a parent yesterday and he said, 'I thank you so much for all that you do.' That meant a lot because they stood out of their way to let us know they appreciate us as drivers who are ensuring the safety of their children."

Orlando Hill, a driver in Madison County and coordinator for Local 891, lent his support to the efforts.

"It did our hearts good to have truck drivers, parents and employees out there supporting us," Hill said. "Even though there were times that were hard, everyone stuck together, and we have a deeper respect for each other now."

"I wanted to make things better for myself, and better for the rest of the drivers, for the future," said Emma Jones, a driver in Clay County.

Her statement reflects the unity of the more than 200 workers from Madison, Yazoo and Clay to stand beside their co-workers in Hinds County.

> "It did our hearts good to have truck drivers, parents and employees out there supporting us."
>
> – Orlando Hill, driver

Taking a Stand

Sherry Shack, a driver in Hinds County, echoed the sentiments of all her co-workers when she said that she didn't want to strike.

"We didn't want to do this, but we did it because we had to, because of the fact that they weren't willing to budge on anything at the table," Shack said. "What we did proves that whatever you believe in, you have to take a stand for it."

"I had a very positive attitude that we would get what we needed," said Derek Nettles, a three-year driver who starts his days at 4 a.m., transporting 30 students to school. "I'm glad to be back at work because I like being a bus driver."

Before the second day of the strike was over, First Student agreed to reach an agreement with Local 891, and the workers in Hinds County went back at work.

"I had a woman tell me how happy she was because she's a 64-year-old driver and never in her life had she had Martin Luther King Jr. Day off. She was so grateful," Smith said. "Workers can now take time off when a family member dies. They can come to work, safely transporting students with dignity. And that's what this was all about."

Rescue Work

Medical Responders Join Local 507

“We are an emergency room on wheels. We know what to do and we’re trained to save lives,” said Rich James, a paramedic with American Medical Response (AMR) in Cleveland.

James and 40 of his co-workers recently joined Cleveland’s Local 507. The paramedics and emergency medical technicians work for the country’s largest ambulance service provider.

“They heard about us from the Teamsters we represent at the American Red Cross and approached us about becoming members,” said Al Mixon, International Vice President and Secretary-Treasurer of Local 507. “They persevered through a tough anti-union campaign by the company and we’re looking forward to improving their working conditions.”

Tomma Kufrin, an EMT at AMR, knows what it’s like to be a Teamster. She was a Teamster in her previous job at UPS.

“I liked being a Teamster because you knew what to expect, you knew what the guidelines were and it was very professional,” Kufrin said, “Since we organized here, management was been more open with communication and we’re hoping to have more change ahead. We all want AMR to grow because this is not just a job to us.”

Widespread Support

The workers persevered through the anti-union tactics of the company, which included the hiring of a union-busting consultant, anti-union meetings, and dramatic changes to the workers’ schedules, over which Local 507 has filed a charge with the National Labor Relations Board.

“You have to be prepared to stand tough,” James said. “We tried to organize twice before, but we did it with the Teamsters because the support was there. Our organizer, Rick Kepler, was on top of his game and we were able to be successful.”

The workers also had the support of many Teamster members. The Joint Council 41 member organizer boot camp brought Teamsters together with AMR workers to leaflet outside the company. They worked together to build support and motivate the AMR workers to join the union.

“I think that the Teamsters are our best hope of keeping this business open. We’ve given the company multiple opportunities to show they care enough to make the changes that are needed, but nothing’s been done,” said Troy Ayers, an EMT. “It’s good to have the Teamsters to help us negotiate and address the problems we’re having. I wanted this to happen because we need a change.”

LOCAL 959

Alaska Waste, LLC

Workers at Alaska Waste, LLC in Fairbanks, Alaska, concerned about numerous issues, voted to join Local 959 in Anchorage. There are 24 workers in the bargaining unit.

"The workers want better health care coverage, improved retirement security and fair wages," said Derek Musto, Local 959's organizer. "They are also concerned about safety and the condition of the company's equipment."

"We will work hard to negotiate a strong contract that addresses the many serious concerns that the workers have," said Ken Coleman, Secretary-Treasurer of Local 959. "These workers do a very difficult job and they deserve to be protected while doing that job."

LOCAL 355

Budget Rent A Car

Workers at Budget Rent A Car in Baltimore voted in favor of representation by Local 355 by nearly a 2-1 margin. There are 51 customer service representatives and vehicle maintenance workers in the new bargaining unit.

Lack of respect from the company, favoritism and health care were the key reasons these workers wanted to unionize. After seeing what their other brothers and sisters, who are also a part of the Avis Budget Group, enjoyed as Teamster members, they knew they also needed help from the Teamsters Union.

"Special congratulations to the union committee on a job well done in keeping the employees together," said Mark Garey, an organizer for Local 355. "The workers' endurance was far stronger than the anti-union tactics that the company tried to use."

LOCAL 677

First Student

First Student school bus drivers and monitors in Middlebury, Connecticut, have voted 60-16 in favor of joining Local 677 in Waterbury. The workers came together seeking improvements to their working conditions, including respect from management and affordable health insurance.

"I'm very happy with the vote," said Frank Neville, a driver. "I can't afford the medical coverage because it's so expensive and our wages are stagnant. I think being united will make things better here."

"Congratulations to these workers on their great victory. They're building on the successes of other First Student workers who've recently joined the Teamsters in New England and we're honored to have them as our members," said David W. Laughton, Secretary-Treasurer of Joint Council 10.

LOCAL 463

Time Critical Freight, Inc.

Workers at Time Critical Freight, Inc., in Montgomeryville, Pennsylvania, a fast-growing freight company, have voted to join Local 463. There are 20 drivers in the bargaining unit.

"The company has been growing rapidly at the Montgomeryville terminal and the drivers want fair wages and fair and consistent work rules," said Bob Ryder, Secretary-Treasurer of Local 463 in Fort Washington, Pennsylvania. "We will work hard to negotiate a strong contract that addresses all their issues."

Contract negotiations began in late February.

Local 463's victory has raised interest among workers at other terminals to form a union with the Teamsters.

LOCAL 731

Planet Honda

Workers with Planet Honda in Matteson have overwhelmingly voted for Teamster representation, joining more than 120 Illinois car dealerships represented by Teamsters Local 731.

Serving as drivers, porters, utility supervisors and counter and stock room attendants, employees manage all levels of operation at the Honda dealership. The bargaining unit of 13 workers is eager to enjoy the benefits and protection of its first union contract.

"The hardworking people of Planet Honda really wanted a voice in their workplace and the Teamsters couldn't be more proud to represent them," said John J. Lisner, Local 731 Secretary-Treasurer. "Just as these workers can't wait to have their terms and conditions negotiated for the very first time, the union is fully prepared to secure their contract."

LOCAL 777

Richlee Van Lines

Approximately 75 school bus drivers and attendants with Richlee Van Lines, Inc. will soon enjoy all the benefits and protections of a Teamster contract after voting recently to join the union.

The school bus company in Arlington Heights rolled out a challenging anti-union campaign as Local 777 organized workers. Though management met with employees and distributed union-busting propaganda, the workers—fighting for their first union contract—overwhelmingly elected for Teamster representation.

"The hardworking men and women of Richlee Van Lines fought a strenuous campaign and their resilience and drive for a better workplace has paid off," said James Glimco, President of Local 777. "Joint Council 25 organizers and our local business agents were determined to bring fair representation to the drivers and attendants, and the union is eager to negotiate their first contract."

The Smithsonian's

The history and legacy of railways and the union members who work on them has been Bill Withuhn's passion for more than 40 years.

Withuhn, an active member of the Brotherhood of Locomotive Engineers and Trainmen (BLET) and Curator Emeritus of transportation history at the Smithsonian Institution in Washington, D.C., has made sure that union values are integrated into exhibits so that locomotives are valued not just as high points of engineering, but also examples of people working together.

"I love railroading," Withuhn said on a recent tour at the Smithsonian. "Here at the museum I am able to look after the history of railroads."

America on the Move

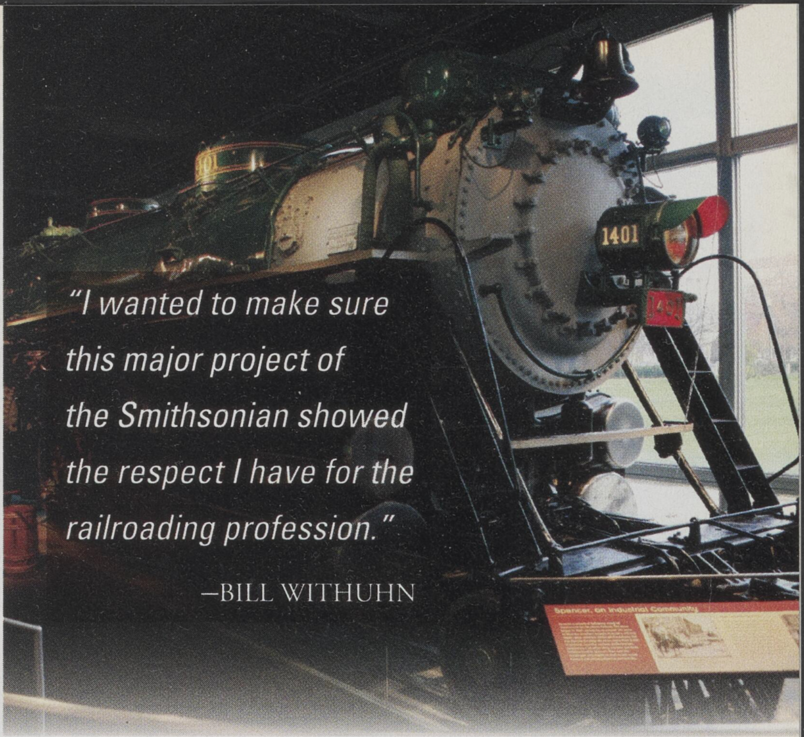
Washington, D.C. is home to one of the largest museum complexes in the world—the Smithsonian. One of the museums in the complex is the National Museum of American History, which acts as a repository of artifacts from American life and history. Pieces such as the top hat was worn by President Abraham Lincoln on the night of his assassination, to the eponymous chair used by the actor Carroll O'Connor when he portrayed Archie Bunker in the television show "All in the Family," find their home in this great museum.

One of the largest, most extensive exhibits is "America on the Move" located on the first floor. Covering a time period between 1876 and 2000, all forms of personal, commuter and passenger transportation are uniquely shown along with other museum pieces which give them the appropriate context for their time. Chief among the creators of this exhibit was Withuhn, an active member of BLET Division 263 in Pennsylvania.

"I wanted to make sure this major project of the Smithsonian showed the respect I have for the railroading profession. As railroad engineers know, our lives are not only devoted to making sure that goods and products traverse the country safely and securely, but we are often also carrying precious cargo—you and your family—along with us," Withuhn said.

"We tried out some new approaches to exhibiting rail equipment in this exhibit," Withuhn said. "For instance, I placed two life-sized figures, one of an engineer, the other of a fireman, in the cab of the massive Southern Railway engine. Additionally we have a recording of the engineer and the fireman discussing their route while they prepare to start their day. This is a departure from some museums which exhibit empty engine cabs. The professional relationship between the engineer and the fireman, and among all train crew members, is part of the railroading experience that I don't believe most of the public is aware of, and yet it is crucial to being able to safely handle the engine and its cargo.

"I wanted to show the public that railroading is a team effort," Withuhn said. "On the rails, you are working as a team where lives depend on how well you do your job. Everyone is dependent upon doing the job safely."



> *"I wanted to make sure this major project of the Smithsonian showed the respect I have for the railroading profession."*
>
> —BILL WITHUHN

Rail Chief

BLET MEMBER FEATURES RAIL UNION HISTORY IN EXHIBITION

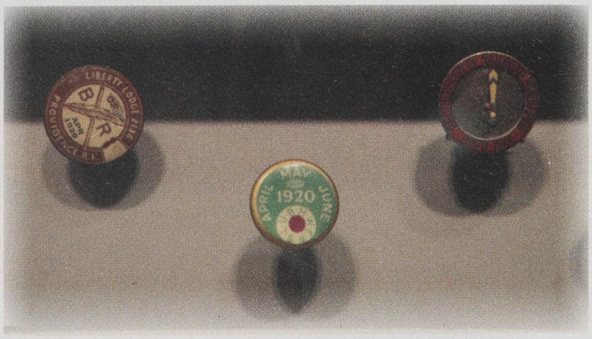
'Alpha and Omega'

The Southern Railway engine is just one of the enormous steam engines that anchor the exhibit. When you first enter the exhibit, the timeline begins in the mid-1800s in Santa Cruz, California. It is here that Withuhn and his team placed a steam engine named Jupiter. When railroads first began, many towns vied to have a rail station located in their boundaries because having a station brought commerce. Towns such as Santa Cruz were among the lucky ones.

The sprawling exhibit, by far the biggest in the National Museum of American History, matches the scale of the enormous locomotives. Stage lights are focused on them to give them an added dramatic appearance. Although there are automobiles in the exhibit, they are considerably dwarfed by the rail engines.

Exhibit visitors can sense how the railroads virtually tie the nation together, from the first section featuring the Santa Cruz engine, to the middle of the exhibit anchored by the Southern Railway engine, to the closing portion that has a video of modern railroads serving the port of Los Angeles.

"The locomotives are very much the alpha and omega in our exhibit," Withuhn said.



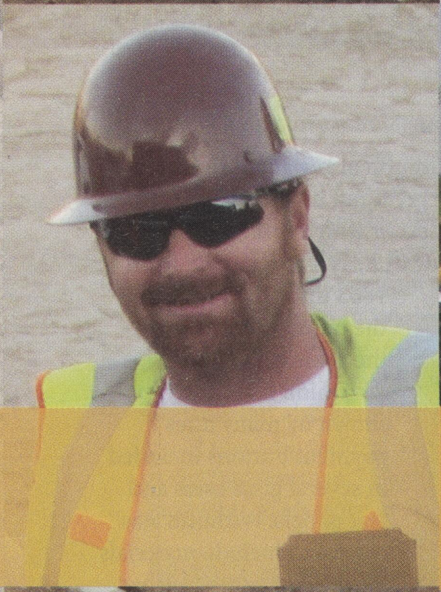
Union Labor

Being a union member, Withuhn also wanted to incorporate some references to the great rail unions that began in the 19th century, the oldest of which is the Brotherhood of Locomotive Engineers, or BLE, as it was known from 1863 until 2005 when the union merged with the Teamsters Union.

Union history is shown by many dues payment buttons included in several glass cases and text panels. Withuhn was careful to include materials from many other railroad unions as well such as the Brotherhood of Maintenance of Way Employees and the Brotherhood of Railroad Signalmen.

"I made sure that this national museum's exhibit on transportation history reflected not just the evolution of the technology and equipment but also spoke to the critical role that hardworking men and women in the union movement had in the building of the nation's transportation infrastructure," Withuhn said. "The sweat of our union brothers and sisters who came before us made America the country it is today. We must always remember that."

PIPELINES FUNNELING WORK TO TEAMSTERS



Sometimes, the simplest things ma

Take, for example, pipes. In today's world, they're often taken for granted, yet they are used in a myriad of ways—from containing electrical wire to holding water. And now, many Teamster locals are relying on them to provide members with good-paying jobs.

That's because in the wake of the worst recession since the Great Depression, North America's pipeline industry is booming. With an ever-growing need to supply American homes, businesses and oil refineries with both water and natural gas, the industry isn't about to slow down.

"Projects of this magnitude have never before been seen and the last few years have brought more and more of them," said David LaBorde, Teamsters International Representative for the pipeline industry.

In fact, pipeline projects like the Rocky Mountain Express, a 1,679-mile expansion of natural-gas pipeline that stretches from Ohio to Colorado, are unprecedented in terms of size, manpower and the amount of material it takes to complete them.

Fueled by private funds, the projects take years to complete and employ only the most specialized of skilled-trades workers in the country.

Readily Available Jobs

What makes these projects so appealing to local unions are their sheer size and quantity. Nearly every state in the union has experienced some kind of pipeline work and finding the right personnel for the projects isn't always an easy task.

The work is grueling, the hours are long and most workers spend weeks, even months, far from home. If the demands of the job aren't enough to turn people away from working in the industry, the qualifications certainly are.

"Freight and carhaul drivers have transitioned well to driving in the pipeline industry," said Ed Jacobson, Director of the Building Material and Construction Trades Division. "We are creating additional training programs for Teamsters who have a CDL and are on layoff for different pipeline jobs. We want to create as many opportunites for Teamsters as possible."

Because drivers are a necessity to every aspect of the pipeline from start to finish, jobs are readily available to Teamster drivers who are willing to tolerate the severe conditions.

"There's a lot of Teamster equipment out there," LaBorde said. "Teamsters have trucks that support all groups working on the pipeline; it's as if Teamsters have a rolling warehouse. Teamsters are responsible for construction materials, supplies, hauling things in, hauling things out and driving workers to the construction site."

Jobs Nationwide

Local unions, along with national representatives, negotiate with companies on how many positions need to be filled for the completion of any given section of a pipeline. With those numbers handy, local unions then reach out to members—many of whom have been laid off from other industries—and offer them training and work.

At any given time, approximately 100 Teamsters can be working on small sections of just one pipeline. With four major projects currently ongoing across the country, there are plenty of jobs to be filled.

Those who work on pipeline projects are covered under a national agreement that mirrors local union standards and ensures high wages, good benefits and overtime pay. The situation is a win-win for both laid-off workers and local unions who would otherwise be struggling.

A Chance to Rebuild

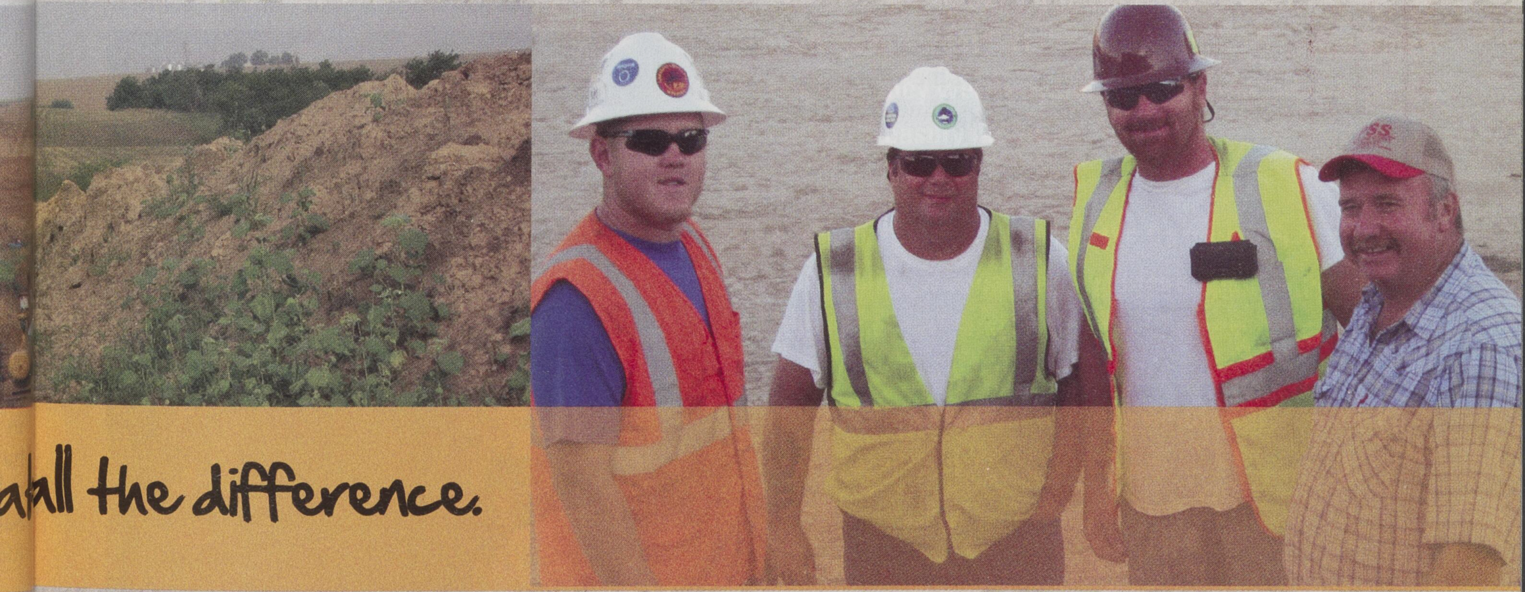
"This industry is, in my opinion, saving local unions," LaBorde said. "These pipes have been a saving grace for many locals because they can take members who are unemployed and, with proper training, put them to work on these projects."

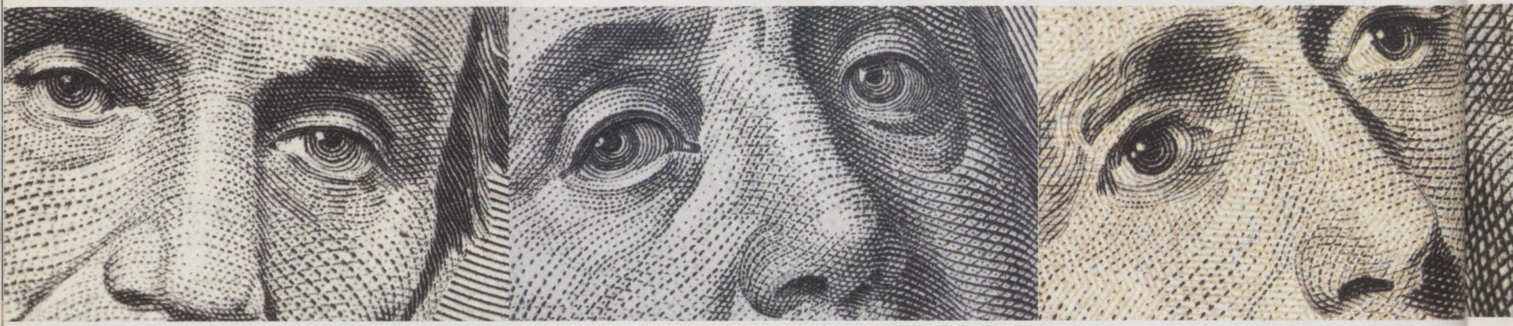
Marion Davis, an International Representative for the Teamsters, has seen the same scenario time and time again. When Hurricane Katrina struck Louisiana in 2005, Local 270 in New Orleans struggled. A pipeline project came through the area, giving members whose families and homes were destroyed, a chance to rebuild their lives.

"It allowed work for some members who weren't normally in the pipeline industry, but it also created much-needed income for the local," Davis said. "This industry provides a lot of opportunity to our members who needed it. It is a chance to earn a good living, secure health insurance for your family and receive pension contributions."

Areas expecting to see pipeline work in the coming months include Florida, Alabama, Kansas, Oklahoma, North Dakota and Montana.

For more information, visit TeamstersPipeline.com.


all the difference.



CA$H FLOW

GCC Teamsters Print U.S. Currency

Lonnie Ouzts, a member of the Graphic Communications Conference of the Teamsters Union (GCC), is surrounded by hundreds of millions of dollars.

In the span of just a few minutes, giant presses churn out more money than most people would earn in multiple lifetimes. There are stacks of note sheets (32 $100 bills to a sheet) everywhere, on their way to being inspected, cut into single notes, and shrink-wrapped and sent off to Federal Reserve banks. It's a breathtaking and intoxicating environment for visitors, but 51-year union member Ouzts isn't fazed by being surrounded by more money than the gross national product of many countries.

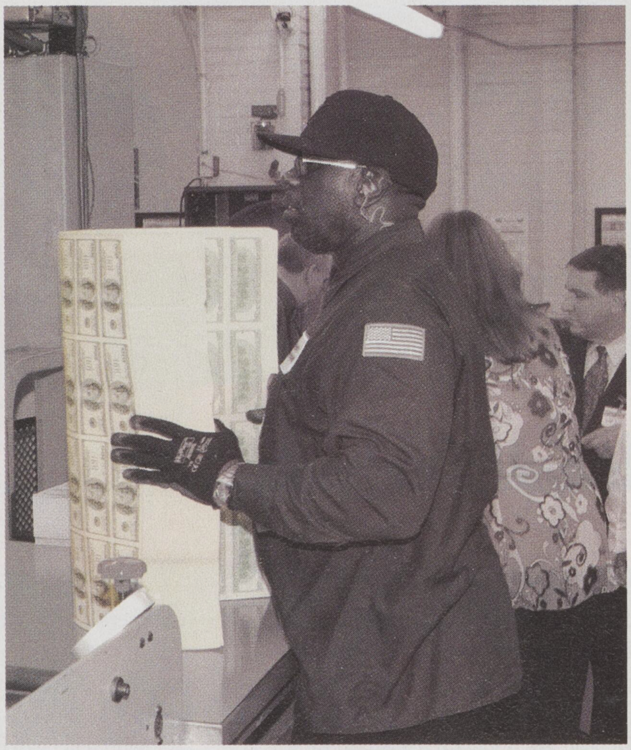
Ouzts is a 27-year employee of the U.S. Department of the Treasury's Bureau of Engraving and Printing (BEP), and Ouzts' job is to inspect the currency before it is shipped from the fortress-like building near Washington, D.C.'s National Mall.

Ouzts and other GCC Teamsters print America's money, keeping the nation's cash transactions running smoothly.

When asked if he ever is "blown away" by the millions and billions of dollars within arm's reach over the course of his job, Ouzts shakes his head and explains his thinking.

"I got my money in my pocket," he says with a smile.

That's how it is for the 280 GCC Teamster members—pressmen and bookbinders—working at the BEP plant in Washington, D.C. and at a satellite plant in Fort Worth, Texas. The GCC members help print about $900 million a day, much of which ends up in the pockets of citizens everywhere. In addition, the BEP employs 11 photo engravers who belong to GCC/IBT Local 285 who work on other BEP materials.



Hoffa Visits Workers

General President Jim Hoffa and GCC President George Tedeschi recently toured the BEP's Washington's facility and met with GCC members who print the nation's currency. (The BEP offers tours of the plant—visit www.moneyfactory.gov for more information.)

"In addition to producing and designing newspapers

and magazines, GCC Teamsters produce our nation's currency, and they do a fabulous job," Hoffa said. "Being here shows me just how talented these workers are. They have an awesome responsibility."

"I'm very proud of the members of our GCC/IBT locals who keep the nation's cash flowing," Tedeschi said. "These workers are very talented, and they have adapted well to all the new technologies, including all the anti-counterfeiting measures."

For GCC Teamsters like Ouzts, a member of Local 4B, the union has made a huge difference in their lives.

"The union has given us a great benefit plan and nice raises," said Ouzts, who has worked at the BEP for 27 years and was also a member of the union at other jobs for 24 years before that. "I've been in the union my whole life."

Local 1C in Washington, D.C. is the oldest local union within the GCC, and it has represented workers at the BEP since 1873, said Howard Brown, Local 1C's President.

GCC/Teamster Power

James Sutherland, a Local 1C member, has worked at the BEP for about 10 years, but has been a member of the former Graphic Communications International Union (GCIU) since he was 18. The GCC was created after the GCIU voted to join forces with Teamsters in late 2004.

"I love the union," said Sutherland, a pressman standing next to presses turning out sheets of $20 bills. "I wouldn't be where I am today without the union. The union has provided me with apprenticeship opportunities and good wages and benefits. I've supported my family well my whole life thanks to the union. The union also makes sure we are treated fairly."

Pressman Frank Grap, a Local 1C member, operates a Simultan offset press. Sheets of paper

GREENBACK FACTS

$ In July 1861, Congress authorized the Secretary of the Treasury to issue paper currency in lieu of coin due to the lack of funds needed to support the Civil War, according to the Bureau of Engraving and Printing's booklet, "About BEP." The paper notes were essentially government IOUs and were called Demand Notes because they were payable "on demand" in coin at certain Treasury facilities.

$ During the Civil War period, the Bureau of Engraving and Printing was called upon to print paper notes in denominations of 3 cents, 5 cents, 10 cents, 25 cents, and 50 cents. The reason for this is that people hoarded coins because of their intrinsic value which created a drastic shortage of circulating coins.

$ Currency is printed on a special blend of 75 percent cotton and 25 percent linen with blue and red synthetic fibers—no wood pulp. The same company, Crane & Co., of Dalton, Massachusetts has provided the paper to make currency since 1879.

$ Money is circulated until it becomes torn or too worn, at which point banks pull the bills out of circulation. The average $1 bill has a life expectancy of 21 months; $5 bill, 16 months; $10 bill, 18 months; $20 bill, 24 months; $50 bill, 55 months; and $100 bill, 89 months.

the size of 32 bills are placed in the Simultan, which prints subtle background colors.

"I've been union all my life," said Grap, a 20-year veteran of the BEP who worked union jobs for 30 years before that. "The union has helped me improve my wages, and they have done a great job negotiating strong contracts."

From the Simultan, the sheets of bills get fed through two high-speed Intaglio presses. One of the presses prints the notes' green backs. The other press prints the black face engraving. The new generation notes, which have anti-counterfeiting features, go back through an offset press for subtle background colors.

Making the Grade

Next, the notes go through the inspection process. That's where workers like Ouzts come in. The inspectors use a system equipped with a high-tech camera to look through the notes. Workers make sure the notes' watermarks are correct. Workers also take digital images to compare with a master image.

"The best part of the job for me is getting to use computers to do the inspections, which is a big change from the old days," Ouzts said.

After the sheets meet the electronic inspection standards, the sheets are then ready for numbering and processing.

Frank Privitera, a pressman who has worked at the BEP for more than six years, uses the Bureau's overprinting and processing equipment to add the final touches before the notes get shipped out.

"We print the serial numbers, Federal Reserve seal and Treasury seal," Privitera said.

> *"I wouldn't be where I am today without the union."*
>
> –James Sutherland

Q&A

LONNIE OUZTS

> *"It's rewarding to see people's faces when they see what we do here."*
>
> –Lonnie Ouzts

Stacks of 100 sheets are then cut into single notes and then banded and packaged into bricks of 4,000 notes. The bricks are distributed to one of the 12 Federal Reserve banks, which issues the notes to local banks.

"I get to print United States currency," said Privitera, a member of Local 1C. "I take pride in my job. This is what it's all about. A lot of people see this. This goes all over the world."

As for being a GCC Teamster, Privitera is equally enthusiastic.

"The union, to me, is all about pride and unity," he said.

Before touring the BEP, Hoffa and Tedeschi met with BEP Director Larry Felix, who praised the work of GCC Teamsters. Felix said GCC Teamsters are involved in the two most significant parts of the process, where counterfeit deterrents and security devices are added to the currency.

"Your members play a key role in protecting the integrity of our nation's currency," Felix said. "Keeping our currency safe is critical to the nation's security."

Lonnie Ouzts, a 51-year member of the Graphic Communications Conference of the Teamsters and its predecessor, GCIU, recently spoke with Teamster magazine about his job at the Bureau of Engraving and Printing.

Q: ***Since you started as a union printer 51 years ago, how has your job changed?***

A: I began working in 1958 as a bookbinder at Simon's Bookbinders in Washington, D.C. Over the years, salaries have improved greatly thanks to the union contracts. Technology has also changed things. Because we learned more and more technology, we received higher pay to reflect that. Also, thanks to the union, our hours became more manageable—we didn't have to work as many long days. The workload has also become much more reasonable. When I started, a half-century ago, the workload was brutal.

Q: ***What is the most exciting aspect of helping to print the nation's cash?***

A: I work in an area we refer to as the "fishbowl," where the tourists walk overhead to see the money being printed. It's rewarding to see people's faces when they see what we do here. The Bureau of Engraving and Printing (BEP) calls this the "Money Factory." Over the past 27 years working at the BEP, the technology has changed dramatically. The high-tech machines and computers have saved us a lot of headaches. With the extra technology, there's less stress. That's because we used to have to check the bills for mistakes with our naked eyes. Now, computers do that kind of work.

Q: ***How has the union improved your life at work?***

A: It's great to be part of the union. With the union, you have someone to talk for you, to speak up for your rights. Without the union, each of us would have to go to the boss and ask for a raise. But with the union, they negotiate raises for everyone. The union also addresses our work issues and the work flow. I feel fortunate to have had the union in my life for over 50 years.

REPORT TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FROM: Independent Review Board
Benjamin R. Civiletti
Joseph E. diGenova
William H. Webster

DATED: January 25, 2010

I. INTRODUCTION

This is the Independent Review Board's ("IRB") Report Number 1 for 2010 to you on its activities conducted pursuant to the Consent Order. In this Report we will discuss matters that have currently come before us, including three new reports and the progress of existing charges about which we have previously informed you.

II. NEW REPORTS

A. MICHAEL CARUCCI – LOCAL 282, LAKE SUCCESS, NEW YORK

On December 14, 2009, the IRB issued an Investigative Report to General President Hoffa concerning Local 282 member Michael Carucci. The report recommended that Mr. Carucci be charged with bringing reproach upon the IBT by being an associate of the Bonanno organized crime family, knowingly associating with members of the Bonanno organized crime family, and collecting unlawful debts in connection with an illegal gambling operation the Bonanno organized crime family ran. On December 16, 2009, Mr. Hoffa filed the charges against Mr. Carucci and referred the charges back to the IRB for a hearing. A notice of hearing was mailed to Mr. Carucci on January 13, 2010, setting a hearing for February 17, 2010.

B. PASQUALE GUARNIERO – LOCAL 456, ELMSFORD, NEW YORK

On December 10, 2009, the IRB issued a Non-Charge Report to the Executive Board of Local 456 concerning former Local 456 member Pasquale Guarniero. In 2008 the Executive Board barred Mr. Guarniero from the Local and the IBT for failure to cooperate with the IRB and the IRB found the decision to be not inadequate under the Consent Decree. Since then, Mr. Guarniero applied to have the sanction mitigated and to not lose his membership. This report, detailing Mr. Guarniero's association with members of organized crime, asked the Executive Board to consider his association when passing on his application. On January 6, 2010, after review of the IRB's December 10, 2009 report, the Local 456 Executive Board agreed to deny Mr. Guarniero's request to have the permanent bar suspended and notified him of the denial.

C. JOSEPH TORRE – LOCAL 1901, LONG ISLAND CITY, NEW YORK

On December 10, 2009, the IRB issued an Investigative Report to the Executive Board of Local 1901 concerning member Joseph Torre. The report recommended that Mr. Torre be charged with, while a member of Local 1901 and the IBT, refusing to answer questions during his in-person sworn examination. The local was given ninety days within which to file the charge, hold a hearing and forward a final written report to the IRB.

III. PROGRESS OF EXISTING CHARGES

A. RICHARD RADEK – BLET VICE PRESIDENT

We have previously informed you that BLET Vice President Richard Radek allegedly brought reproach upon the IBT, breached his fiduciary duty, and embezzled over $6,700 in union funds by causing the BLET to pay for meals which had no union purpose and receiving an allowance which covered the cost of his home office supplies while at the same time causing the BLET to directly pay for his home office supplies.

General President Hoffa filed the charges against Mr. Radek and a panel was appointed to hear the charges. Before a hearing could be held, Mr. Radek submitted to the IRB an agreement in which he permanently retired from the BLET, became ineligible to hold any appointed or elected office or employment with the BLET, the IBT or any affiliate of the BLET or the IBT, and made restitution for funds the IRB alleged he received. The IRB found the agreement served to resolve the matter and forwarded the agreement to Judge Preska for review.

B. EDWARD RODZWICZ – BLET HEADQUARTERS, CLEVELAND, OHIO

We have previously informed you that BLET President and IBT Rail Conference President Edward Rodzwicz allegedly failed to cooperate with the IRB by failing to appear for his scheduled IRB sworn examination on November 4, 2009. Mr. Hoffa filed the charge and a panel was appointed to hear the charge. A hearing scheduled for January 20, 2010, was cancelled when counsel for Mr. Rodzwicz indicated that Mr. Rodzwicz was interested in settling this matter in lieu of a hearing. The IBT has the matter under review.

C. MICHAEL A. CONWAY - LOCAL 107, PHILADELPHIA, PENNSYLVANIA

We have previously informed you that Michael A. Conway allegedly brought reproach upon the IBT and violated his membership oath while a member of the IBT when he knowingly associated with Thomas Ryan who had been permanently barred from the IBT. Mr. Hoffa filed the charge against Mr. Conway. On August 14, 2009, the IBT forwarded to the IRB an agreement from Mr. Conway. The IRB determined that the proposed agreement was inadequate as to the sanctions and the agreement was returned to the IBT.

The IBT held a hearing on November 20, 2009. On December 10, 2009, Mr. Hoffa issued his decision that Mr. Conway is for 10 years suspended from membership; barred from holding office, employment, and serving as a Union steward; and prohibited from participating in the affairs of Local 107, the IBT and affiliates and from contact and association with officers, members, employees, representatives and agents of Local 107, the IBT and any other affiliate of the IBT. The IRB has the matter under consideration.

D. PETER INNAURATO – LOCAL 107, PHILADELPHIA, PENNSYLVANIA

We have previously informed you that that Peter Innaurato allegedly brought reproach upon the IBT and violated his membership oath while an IBT member by knowingly associating with a member of the Philadelphia La Cosa Nostra family. Mr. Hoffa notified the IRB that he adopted and filed the charges against Mr. Innaurato and he returned the charges to the IRB for a hearing. The IRB's hearing was postponed after Mr. Innaurato submitted to the IRB an agreement in which he permanently resigned from the IBT and Local 107 and agreed never to hold membership or any position in the IBT. The IRB found the agreement served to resolve the matter and forwarded the agreement to Judge Preska for review.

E. MONICA PEASLEE – LOCAL 533, RENO, NEVADA

We have previously informed you that Local 533 member Monica Peaslee allegedly violated her fiduciary duties to the Local and its members, embezzled and converted Local 533 funds to her own use, and brought reproach upon the IBT when between March and June 2008, while a member and employee of Local 533, she embezzled $13,156.23 from Local 533. Mr. Hoffa filed the charge, a panel was appointed to hear the charge, and a hearing has been scheduled for February 2, 2010.

F. MARK W. TRACY – LOCAL 533, RENO, NEVADA

We have previously informed you that former Local 533 Secretary-Treasurer Mark W. Tracy allegedly violated his fiduciary duties to the Local and its members, embezzled and converted Local 533 funds to his own use, and brought reproach upon the IBT when between February 2006 and March 2009, while Secretary-Treasurer of Local 533, he embezzled approximately $130,459 from Local 533. Mr. Hoffa filed the charge, a panel was appointed to hear the charge, and a hearing has been scheduled for February 2, 2010.

G. ROBERT A. HOGAN - LOCAL 714, BERWYN, ILLINOIS

We have previously informed you that Robert A. Hogan, Joint Council 25 Vice President and Local 714 Secretary-Treasurer, allegedly failed to act appropriately after he created a situation likely to result in a violation of the Consent Order when he rehired Robert Riley to work at Local 714 and failed to take any action to prevent, and, after learning, to address Mr. Riley's ongoing contact with William T. Hogan, Jr., a prohibited person under the Consent Order.

The IRB held a hearing and, while the IRB was in the process of issuing a decision, the IRB received a proposed agreement between Mr. Hogan and the IRB. Mr. Hogan permanently resigned all positions with Local 714 and Joint Council 25, and for a period of two years which began July 31, 2008, he would not hold any officer position with the IBT or any IBT affiliated entity. He further agreed not to be an officer or employee of Local 727 for five years. The IRB found the agreement served to resolve the matter and forwarded it to Judge Preska for review.

H. THOMAS CLAIR, JOHN FALZONE AND MICHAEL MARCATANTE – LOCAL 726, CHICAGO, ILLINOIS

We have previously informed you that Secretary-Treasurer and Principal Officer Thomas Clair, President John Falzone and Local Trustee Michael Marcatante allegedly brought reproach upon the IBT and violated their fiduciary duties while officers of Local 726 and Trustees of the Local 726 Employee Pension Fund.

Mr. Clair allegedly caused the Pension Fund to enter into two ERISA prohibited transactions totaling $125,000 when he approved the loans from the Pension Fund as an Executive Board member and violated his duties under ERISA by acting on behalf of an adverse party in a transaction involving the Pension Fund; irrevocably pledged the Local's assets to secure loans he and two other Local officers made to the Local to enable the Local to repay the amount of the two prohibited transactions to the Pension Fund; and misrepresenting to IBT General Secretary-Treasurer C. Thomas Keegel that the Local was reporting on its Statements of Assets and Liabilities the liability under the Local Severance Plan as the IBT had instructed him to do on at least three occasions.

The other two Local officers, Mr. Falzone and Mr. Marcatante, while Local 726 officers and Trustees of the Local 726 Employee Pension Fund, in 2007, caused the Pension Fund to enter into the two ERISA prohibited transactions totaling $125,000 when both approved the loans from the Pension Fund as Executive Board members and violated their duties under ERISA by acting on behalf of an adverse party in a transaction involving the Pension Fund.

Mr. Hoffa filed the charges against Mr. Clair, Mr. Falzone and Mr. Marcatante, a panel was appointed to hear the proposed charges, and a hearing was held September 25, 2009.

Before the IBT hearing was held, Mr. Clair submitted an agreement to the IRB in which he permanently retired from Local 726 and from his positions with the Pension Funds and became ineligible to hold any office or employment with Local 726, the IBT or any IBT affiliate. The IRB found the agreement served to resolve the matter. On November 9, 2009, Judge Preska signed the agreement.

On November 19, 2009, Mr. Hoffa issued his decision in which Mr. Falzone and Mr. Mercatante were removed from office and barred from Union office and employment for three years as well as from serving as fiduciaries on union affiliated funds for five years, but not prohibited from holding status as Union members. On December 15, 2009, the IRB notified Mr. Hoffa that it found the decision to be not inadequate.

I. GERMAN VAZQUEZ - LOCAL 901, SAN JUAN, PUERTO, RICO

We have previously informed you that German Vazquez allegedly brought reproach upon the IBT, breached his fiduciary duty and embezzled union funds while an IBT member and Secretary-Treasurer of Local 901 of approximately $55,532 from Local 901 as a result of four unauthorized pay raises between January 8, 2005 and May 2, 2009. In violation of the Local's Bylaws that require the Local's Executive Board to approve salary increases for the Secretary-Treasurer, Mr. Vazquez either unilaterally granted himself a salary increase or unilaterally increased the amount of his salary above the increase the Executive Board approved.

Mr. Hoffa filed the charge against Mr. Vazquez and a panel was appointed to hear the proposed charge. The hearing scheduled for September 2, 2009, was adjourned when Mr. Vazquez submitted an agreement to the IRB for approval. The IRB determined that the sanctions were inadequate and the agreement was returned to the IBT. The IBT hearing on December 7, 2009, was postponed after learning that a non-lawyer was attempting to represent Mr. Vazquez before the Hearing Panel. On December 29, 2009, the IBT notified Mr. Vazquez that the hearing would be continued on January 29, 2010.

IV. TOLL-FREE HOTLINE

Since our last report to you, the hotline has received approximately 80 calls reporting alleged improprieties. As in the past, all calls which appeared to fall within IRB jurisdiction were referred for investigation. Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

To assure that all calls are treated confidentially, the system recording hotline calls is located in a cipher-locked IRB room on a dedicated line and accessed by IRB staff only. It is not manned by an investigator; however, the recorded information if complete and within IRB jurisdiction is forwarded directly to the Investigations Office. Please continue to use the toll-free hotline to report improprieties which fall within IRB jurisdiction by calling 1-800-CALL-IRB (1-800-225-5472). If you are calling from within Washington, DC, dial 202-434-8085.

V. CONCLUSION

As always, our task is to ensure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities through these reports and also through use of the website at www.irbcases.org.

If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline noted above, use the IRB facsimile number 202-434-8084, or write to either the IRB Chief Investigator or the IRB office:

Charles M. Carberry, Chief Investigator
17 Battery Place, Suite 331
New York, NY 10004

Independent Review Board
444 North Capitol Street, N.W.
Suite 528
Washington, DC 20001

ELECTION SUPERVISOR'S REPORT

APPOINTMENT OF THE ELECTION SUPERVISOR AND NOTICE OF PUBLICATION OF THE PROPOSED *RULES FOR THE 2010-2011 IBT INTERNATIONAL UNION DELEGATE AND OFFICER ELECTION*

The IBT and the United States Government have selected an Election Supervisor for the 2010-2011 IBT International Union Delegate and Officer Election. The Election Supervisor is responsible for ensuring that the 2010-2011 IBT international officer election, including all delegate elections, are conducted in a free, fair, and democratic manner.

Richard W. Mark, who served as Election Supervisor for the 2005-2006 IBT International Union Delegate and Officer Election, will serve again as Election Supervisor for 2010-2011. Kenneth Conboy, who has served as Election Appeals Master for past IBT International Union Delegate and Officer Elections, will serve again as Election Appeals Master.

The temporary address of the Election Supervisor's Office is:

Richard W. Mark
Office of the Election Supervisor
***for the* International Brotherhood of Teamsters**
c/o Orrick, Herrington & Sutcliffe LLP
1152 15th Street, N. W.
Washington, D.C. 20005-1706
Phone: 1-202-339-8506
1-877-317-2011 (Toll Free)
Facsimile: 202-339-8500
Email: ElectionSupervisor@ibtvote.org

The Election Supervisor can be contacted at the address listed above. We expect to move to a new location in the Washington, D.C. area by May 2010 and to be at that address for the duration of the 2010-2011 election. The permanent address and telephone contact information for the election office will be published in a later issue of the *Teamster.*

Copies of the proposed *Rules for the 2010-2011 IBT International Union Delegate and Officer Election* (the "*2011 Rules*") have been transmitted to each IBT local union and to interested independent committees. The IBT and the Government have provided for a thirty (30) day period, starting March 8, 2010, during which IBT members and any other interested parties may submit comments on the proposed *2011 Rules.* The *2011 Rules* will be finalized and submitted to the United States District Court for the Southern District of New York for approval after April 8, 2010. You may obtain a copy of the proposed 2011 Rules in pdf form by visiting our web site at **www.ibtvote.org** or by calling or writing the Election Supervisor's Office to request a copy.

The proposed *2011 Rules* are substantially the same as the *2006 Rules.* A guide to the differences between the *2011 Rules* and the *2006 Rules* will be posted at **www.ibtvote.org.**

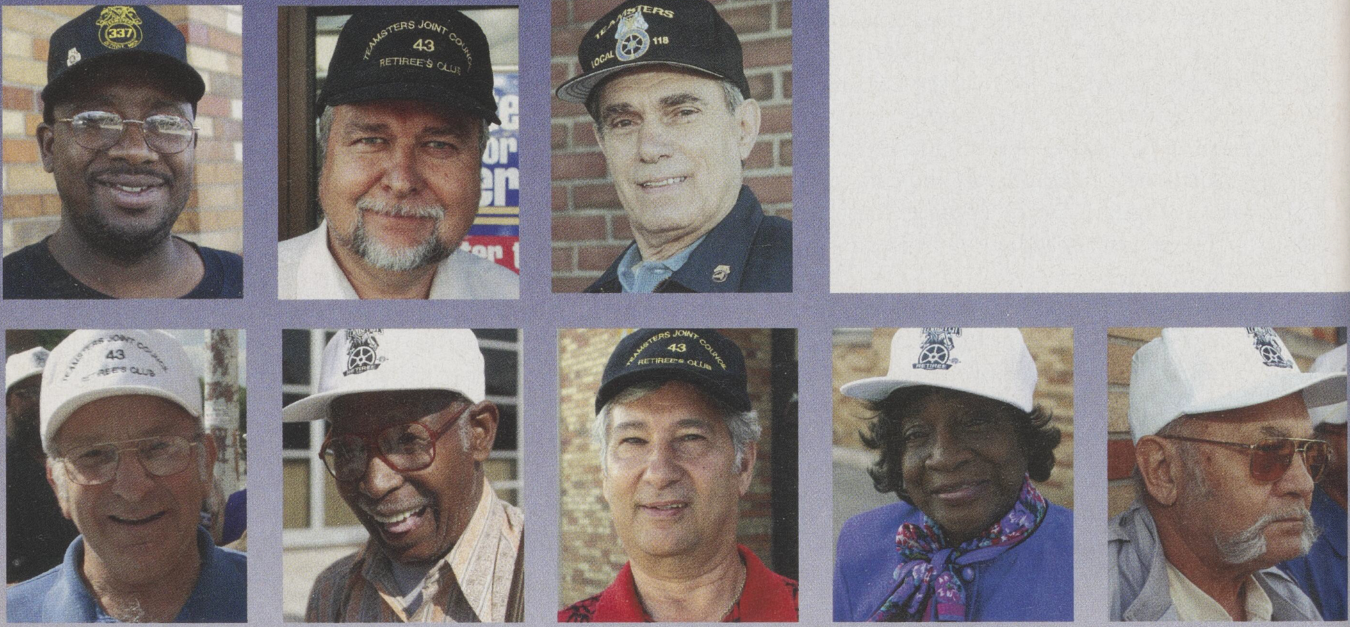
You are invited to comment on the proposed *2011 Rules.* Submit comments in writing to the Election Supervisor, either at the address listed above or by email to **ElectionSupervisor@ibtvote.org. Written comments concerning the proposed 2011 Rules must be received by 5:00 pm (eastern daylight time) on April 8, 2010.** Comments received by that deadline will be considered by the IBT, the Government and the Election Supervisor before the rules are issued in final form.

The Government and the IBT will ask the U.S. District Court for the Southern District of New York to approve the *2011 Rules,* to be effective as of May 1, 2010, with any changes agreed to by the parties following the comment period. **If the *2011 Rules* are not formally approved by that date, as of May 1, 2010 the Election Supervisor will begin administering the *2011 Rules* as proposed for approval. Members, potential candidates, independent committees and all affiliates must abide by the proposed *2011 Rules,* including compliance with all provisions concerning campaign activities, fundraising, reporting and other requirements and obligations.**

As in 2006, International Officer campaigns will be required to report on their finances using the electronic Campaign Contribution and Expense Reporting System ("CCERS"). Any individual who anticipates participating in the election as an International Officer candidate, or any independent committee that anticipates participating in the 2011 election, should contact the election office after April 15, 2010 for information about establishing a CCERS account.

We will provide updates on our work for the 2010-2011 IBT International Union Delegate and Officer Elections in upcoming issues of the *Teamster* and other official publications of the IBT.

ATTENTION TEAMSTER RETIREES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TEAMSTERS JOINT COUNCIL 43 RETIREE'S CLUB
TEAMSTERS LOCAL 118

If you are a Teamster retiree and want to continue receiving the Teamster magazine after the May/June 2010 issue, contact your Local Union and let them know.

Due to the prohibitive cost of printing and mailing the magazine, coupled with the high number of retiree returns of the publication, the International can no longer automatically mail the magazine to Teamster retirees. **Retirees are, however, entitled to keep your free subscription and can do so by calling your Local Union.**

INTERNATIONAL BROTHERHOOD OF TEAMSTERS MAY/JUNE 2010

TEAMSTER

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TEAMSTERS FIGHT BACK

Union Working on Your Behalf on Many Fronts

CHRYSLER
FIAT CHRYSLER DAMAGE When DELIVERED
STRIKE FORCE
FIRST STUDENT UNFAIR TO WORKERS
STRIKE
Injustice Hurts
TOYOTA
KILLING AMERICAN
TEAMSTERS LOCAL 760 ON STRIKE AGAINST
Unidos SIN Fronteras
BUYERS BEWARE
Chrysler's Greed Destroys Michigan Families
Unity is STRENGTH La Unidad FUERZA
TEAMSTERS LOCAL 838
Dignity
RESPECT
UNFAIR WASTE MANAGEMENT TEAMSTERS LOCAL 174
Continental Aircraft Technicians and Fleet Service: Winning With Teamster Power
DIGNITY
Save Jobs Protect Pensions
Car & Truck BUYERS BEWARE
Respect
With the Teamsters, We Can Win
Colombia has Union Blood On Its Hands
WE ARE THE TEAMSTERS
BAILOUT BANDIT FIAT CHRYSLER DESTROYS JOBS

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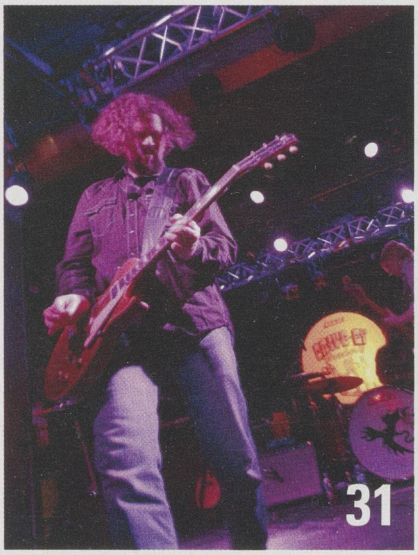
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TEAMSTE
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The Teamster (ISSN 1083-2394) is the official publica of the International Brotherhood of Teams 25 Louisiana Avenue, NW, Washington DC 20001-21 is published six times a year in January/Febru March/April, May/June, July/August, September/Octo November/December. Periodical postage paid Washington, DC and at additional mailing offices.

MAY/JUNE 2010 / VOLUME 107, NO. 3

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Postmaster: Send add changes to The Teamster, Affiliates Records Departm 25 Louisiana Avenue, NW, Washington, DC 20001- Subscription rates: $12 per year. Single copies (All orders payable in advance.) Members should address changes to their local union.

America's Middle Class

A MESSAGE FROM GENERAL PRESIDENT JAMES P. HOFFA

America is the first country ever where a majority of its citizens were able to join the middle class. Labor unions created that middle class. And no country in the world has ever had a strong middle class without a strong labor movement.

Middle-class prosperity wasn't a gift to working families from the government. It wasn't something that workers got from employers after pleasant chats in the boardroom. Middle-class prosperity was the direct result of a long and difficult struggle. People fought and died for fair wages, safe workplaces and the right to join together in a union.

Workers Under Siege

Samuel Gompers was right when he said you have to choose sides. There is no middle of the road for the middle class. But too often middle-class Americans forget that their economic interest is bound to unions. Corporations want it that way. It's in their interest for non union, middle-class Americans to blame unions for the problems in our economy. But the fact is we're in this together. The fate of the middle class is tied to the fate of the union movement.

When unions are under siege, the middle class is under siege. And today, the middle class is under siege in a very big way. The gap between rich and poor is widening. Foreclosures are at record levels. Real wages are stagnant, the costs of health care and tuition are through the roof and millions of jobs are leaving our shore. America's working families are falling out of the middle class like never before.

Fighting Back

Because of these trying times for working people, unions are more relevant than ever. In the past two years, the Teamsters organized nearly 80,000 workers. We're working overtime to save good jobs in our core industries. We're fighting for pension relief and financial reform. We're lobbying hard for bills that create jobs, reform labor law and reverse our misguided trade policy.

I'm asking all Teamsters to get involved and help fight for America's middle class. Volunteer as an organizer, lobby your elected representative or just spread the word on why unions are part of the solution, not part of the problem. We still have to fight to get a fair shake. We will lose everything that we have gained if we don't.

James P. Hoffa

NO SMOKING
ups

Reopen NAFTA, Not The Border

Mexican Trucks No. 1 Means to Move Illegal Drugs into U.S.

Mexican trucks are not only a danger on our highways, they're the number one means by which drug traffickers smuggle illegal narcotics to American cities.

The Justice Department says it has found Mexican drug rings in 230 U.S. cities, including Anchorage, Alaska and Sheboygan, Wis. They're not just involved in drugs, but kidnapping, assaults and human trafficking.

It's even worse in Mexico. Recently, three U.S. citizens connected to the consulate were executed by drug commandos right across the river from El Paso. One victim was a pregnant mother shot in front of her infant daughter.

Though the Mexican government cannot control the drug violence raging within its own borders, it is continuing to insist that Mexican trucks have a right to travel freely on U.S. highways.

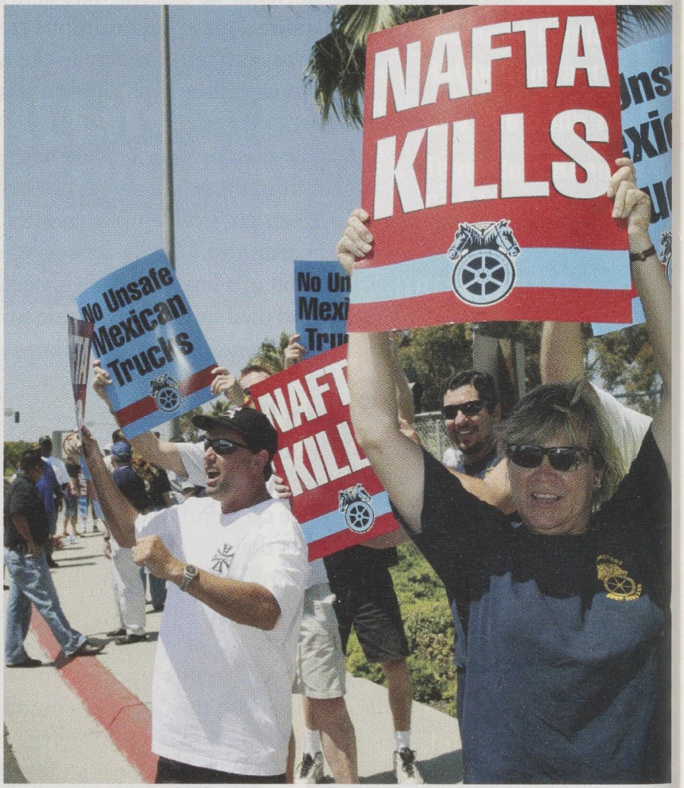
Renegotiate

General President Jim Hoffa has proposed a permanent, straightforward solution to this ongoing dispute between the two countries. He believes NAFTA should be renegotiated to remove the agreement that opens our border to Mexican trucks.

Hoffa recently wrote to both President Obama and Secretary of State Hillary Clinton urging them to renegotiate the cross-border trucking agreement in NAFTA.

Oregon Rep. Peter DeFazio, a Democrat, is asking fellow representatives to sign onto a letter requesting that the U.S. withdraw its commitment to open the borders to Mexican trucks. Hoffa has written to members of Congress urging them to sign on to DeFazio's letter.

In the meantime, the Teamsters believe Congress will find it too politically risky to allow the border to be opened. With the unemployment rate hovering near 10 percent, it would be extremely unpopular to support a program that replaces U.S. truck drivers with foreign drivers and exposes Americans to Mexico's drug violence.



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Teamsters Call On Catholic Hospital Chain To Respect Worker, Patient Rights

Hoffa, Local 332 Members, Rally Against Ascension Health in St. Louis

More than 200 Teamsters and religious leaders held a rally and prayer vigil at Ascension Health's corporate headquarters in St. Louis to call on the nation's largest Catholic nonprofit hospital chain to respect its workers and patients and the health care rights of the communities it serves.

General President Jim Hoffa spoke out in support of 300 technical employees, emergency technicians and licensed nurses at Ascension's Genesys Regional Medical Center in Flint, Mich., whose pay, benefits and work rules are being targeted for cuts. Ascension workers in Flint are represented by Local 332.

"This company has lost its way—Ascension and Genesys are supposed to serve the common good," Hoffa said. "No good will come from undermining patients and their caregivers."

Hitting the Road for Justice

More than 100 of Ascension's health care workers from Flint traveled 10 hours by bus to attend the rally and vigil. Similar vigils were held at Ascension hospitals across the country.

"We came to St. Louis because we are trying to stop Ascension management from altering important working conditions that impact the community's access to health care and the quality of care that patients receive," said Kelly Rivera-Craine, a Genesys registered nurse.

The workers and their supporters stood outside Ascension Health's corporate headquarters in the rain, pointing at the building and chanting "Shame on you, shame on you!"

RESPECT
RESPECT
Taking Health Away from Retirees ......

"Ascension Genesys wants to cut or demote licensed nurses and fire all its paramedics and EMTs. This puts patients' and the community's health at risk, especially the elderly who depend on rapid response emergency services," said Rick Gatz, a Genesys EMT.

"Ascension Genesys also wants to stop the current pension fund and instead wants employees to pay for their own retirement in a tax-deferred savings plan," said Nina Bugbee, the Local 332 President who has been leading the fight for the workers during negotiations back in Flint.

"They want to chop wages by 2 percent and eliminate the health care protections that have been promised to retired workers." said Bugbee.

St. Louis Teamsters turned out in force to throw their support behind the workers and to take the local business to task.

"This is about solidarity," said Robert Gartner, Secretary-Treasurer of Local 6 in St. Louis. "Ascension is treating its patients, its workers and its community in Flint badly. This outrageous behavior by a St. Louis corporate citizen is unacceptable. Corporate excess is a problem everywhere, and that is why we are out here today."

Six additional prayer vigils were held across the country in support of the Genesys employees, led by clergy members and attended by Teamsters and Jobs with Justice representatives.

Mess Hall Muscle

West Point Food Fight Prompts Key Contract Provision

Teamsters who work at the Cadet Mess Hall at the U.S. Military Academy at West Point voted unanimously on Feb. 11 to ratify a new two-year contract that guarantees them wage increases and a grievance process via their employer.

"This contract was a really tough fight but we were victorious in the end," said Adrian Huff, Secretary-Treasurer of Local 445 in Newburgh, N.Y.

The contract covers about 160 people, mostly Haitians and Hispanics, who serve as wait staff and cleaners at the Cadet Mess Hall, Huff said. Local 445 has represented these workers for 12 years. The workers are employed by Watson Services, a catering company.

The workers not only gained good wage increases but they now have a grievance process that allows the workers to bring up any bad behavior they encounter from the cadets, Huff said.

The workers stood their ground when they learned just before Christmas that the U.S. Army was calling for a 10 percent cut in all expenses. Then, at the holiday dinner in the mess hall, the cadets got into a big food fight that created a terrible mess, forcing the workers to stay an extra four or five hours to clean up.

Two days later, the workers voted unanimously to strike. But Jerry Ebert, the Teamsters lead negotiator, persuaded the workers to keep negotiating, making sure that one of the key provisions would be a process where the employees could report cadets who treated them with disrespect. Huff said most of the cadets treat the workers with respect, but that a process was needed to address matters where workers are mistreated.

Calling Home

Teamsters Connect Soldiers with Loved Ones

A soldier phoning her family from a distant war zone right now may have Teamsters to thank for the call.

Teamsters from throughout New England are currently collecting donated cell phones for Cell Phones for Soldiers, a nonprofit organization that provides talk time to soldiers serving in the U.S. forces. The organization sends donated phones to a company called ReCellular, which gives an average of $5 in prepaid cards per phone for distribution to the soldiers.

"I am excited and proud of our Joint Council 10 Women's Committee for taking on this important project. Being a veteran myself, I remember how great it would have been to have had this access to call home," said David W. Laughton, Secretary-Treasurer of Joint Council 10.

"We came up with the idea to help this organization at one of our women's committee meetings, after a Local 25 member and Trustee, Jackie Addison, brought in an articl about this worthy cause," said Alice T. Riley-King, Chair o the Women's Committee, Trustee with Joint Council 10 and President of Local 42.

Cell Phones for Soldiers was founded in 2004 and has raised nearly $2 million in donations and distributed mor than 50,000 prepaid calling cards to soldiers serving overseas. Old cell phone donations are being collected throug June 30 at Teamster local union halls and workplaces.

Nancy Souza understands that staying connected means lot to soldiers serving overseas. The 26-year member of

Building A Powerful Future

Diamond Food Workers Ratify Second Contract

Nearly 900 walnut processing workers in Stockton, Calif. made history for a second time when they ratified a new contract on March 24, 2010.

The five-year agreement covers 500 year-round employees and between 300 and 400 seasonal employees. It improves seniority protections, working conditions, wages and benefits with an average wage increase of 2.5 percent for employees.

What makes the contract so special is it's the second for a group of workers who defied the odds. Workers at Diamond Foods took on the company in 1991 when contract negotiations broke down, starting what would become the world's longest labor strike. Workers stayed on picket lines for 14 years. The strike ended in 2005 with ratification of the workers' first five-year contract.

Now that the second contract has been ratified, workers are looking ahead to a bright and promising future.

"The first contract is the foundation. The second contract is the structure that together we will build upon for a powerful future," said Rome Aloise, International Vice President and President of San Francisco's Joint Council 7. "This is proof that good-faith bargaining does work."

DIAMOND
DIAMOND WALNUT GROWERS, INC.

Local 59 and teacher in New Bedford, Massachusetts, is also a Colonel in the Massachusetts Army National Guard, and served in Operations Desert Shield and Desert Storm.

Leslie Davidson also knows what it feels like to miss a family member due to deployment. Her husband, William, a Local 42 shop steward and police officer in Manchester, Mass., is also a Command Sergeant Major in the Massachusetts National Guard, having served in Afghanistan, Pakistan and Uzbekistan. When he first deployed in 2002, the couple had two young children.

"Donating cell phones costs nothing and it's such a good thing. It's one less thing soldiers and their families have to worry about and it gives them that connection," Davidson said.

For more information on how to donate nationally, go to www.cellphonesforsoldiers.com.

Teamsters Looking Out For Teamsters

Southwest Administrators Employees Members of Local 986

For Saundra Rich and her co-workers, being a member of a 1.4-million-member organization is about pride, respect and looking out for one another, especially when it comes to the complicated world of insurance claims.

That's because Rich is a medical claims adjuster for Southwest Administrators, based in California. A third-party overseer, Southwest Administrators is the company that handles Teamster insurance entitlements ranging from medical benefits to trust funds.

Today, Southwest Administrators has four locations and administers 12 multi-employee benefit program trust funds covering 150,000 participants. It remains a Teamster facility through and through.

"Everyone in here who processes claims is a Teamster," said Rich, who is a shop steward and member of Local 986 in Los Angeles. "We work as Teamsters for Teamsters. When we process claims, we look out for our fellow members."

In 2009, Southwest Administrators employees accepted a new, three-year contract. The agreement includes an increase of 85 cents per hour allocated to health and welfare plans, wages and pension.

"This is a good contract," said Marsha Parrish, another shop steward with Southwest Administrators. "This is the first time we've received such a generous pay increase."

For the complete story, visit teamstermagazine.com/teamsters-looking-out-teamsters.

Can The Soda Tax

Workers in New York and Pennsylvania Say NO!

Hundreds of Teamster members throughout New York and Philadelphia are standing against the soda taxes their governor, mayor and legislators want to impose to balance budgets. Also known as the sugar tax or fat tax, New York Gov. David Patterson wants a tax of a penny per ounce to be levied against any non-diet soda drink. In Philadelphia the tax would be even higher.

"If passed, either tax could mean fewer sales and less volume, and less volume means loss of jobs," said Danny Grace, Secretary-Treasurer of Local 830 in Philadelphia.

"The proposed soda tax is the wrong fix," said Jim Hoffa, General President. "Not only does the soda tax hurt consumers, it will hurt small businesses and result in job losses."

The three New York Joint Councils, 16, 18 and 46, asked soft drink members around the state to converge on Albany in mid-March to make their voices heard. Their task was to bolster the members of the state senate and assembly against the pressure from anti-working family interests.

"All we want to do is save our jobs," said rally attendee Victor Ryder, a 26-year member of Local 812 at a Pepsi warehouse facility.

"The drop in volume could cost us 30 percent of the business," said Terence Poletti, a 26-year Local 812 member who has an independent Pepsi route. "You put this fat tax on sodas and you would devastate our industry."

New York Legislature Votes No

Prior to the Teamsters converging on Albany, the state senate voted down the soda tax. Soon after Teamster members returned to their homes, the assembly also voted down the tax. However, the governor must still work on the final budget—although the chances are very slim that the soda tax will surface again this year.

"We are encouraged that the legislature has stood strong in the fight against this job-killing tax, but we know the fight is not over," said George Miranda, President of Joint Council 16 in New York City.

"More taxes will not make our economy healthier," said John Bulgaro, President of Joint Council 18 in Albany, N.Y.

"The legislature has done the right thing to reject the soda tax," said Ron Lucas, President of Joint Council 46 in Cheektowaga, N.Y.

Teamsters Rebuff Tax in Philadelphia

Prior to the Albany rally, Teamsters in Philadelphia rallied at city hall, calling on their mayor to kill the proposal for a soda tax. The Philadelphia version would add a tax of 2 cents per ounce to every bottle of soda and sugary drinks. This tax could mean the end of hundreds of Teamster jobs in the city.

"Mayor Nutter will not mess with our soda people in Philadelphia," Grace said. "We're here to say in one loud and unified voice, 'No to Mayor Nutter!'"

Signs saying, "Hey Mayor Nutter—we need jobs, not new taxes," and "Save Philly Jobs!" were carried by the Teamster members and Teamster trucks which surrounded city hall.

LOCAL 812
TEAMSTERS
SAVE MY JOB!!
TEAMSTERS
LOCAL 812
SAVE MY JOB!!
SAVE MY JOB!!

In Memoriam

Teamsters Mourn Passing of Longtime Teamster Carl Haynes

Carroll "Carl" E. Haynes, who served the Teamsters as an International Vice President, Director of the Public Services Division and the President of Local 237 in New York City, died in April after suffering a heart attack. He was 76.

Haynes had retired from his role as International Vice President and Public Services Director on Dec. 31, 2009. He served as the President of Local 237, the largest Teamsters Local in the country, from 1993 to 2007.

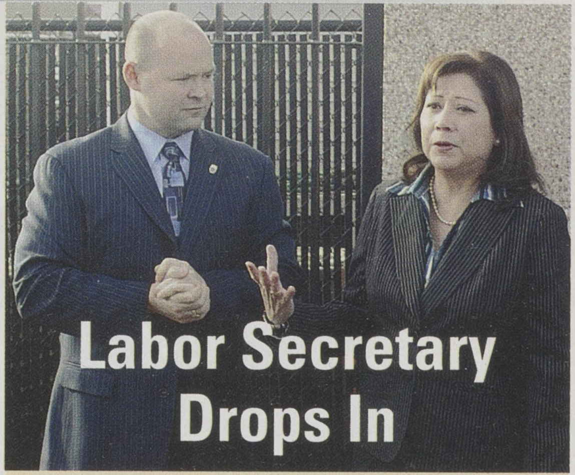
"On behalf of the Teamsters, I express my deepest condolences to Carl's wife Janice, his two children and other family members," said Jim Hoffa, Teamsters General President. "Under Carl's leadership, the Public Services Division grew tremendously and we are grateful for his dedicated service to our union."

"Carl Haynes practiced a 'members first' policy and that dedication to his local showed as he was able to win gains in wages and other benefits for them over the years," said Tom Keegel, General Secretary-Treasurer. "As a local union officer and a member of the General Executive Board, he was an exceptional trade unionist who made many valuable contributions to our union."

"Carl spent more than 40 years of his life in the labor movement and his leadership and guidance will be greatly missed," said Gregory Floyd, President of Local 237.

Haynes was born and raised in Hinton, W. Va. He moved to New York City to work for the New York City Housing Authority and joined Local 237 in 1960. He served in many leadership positions for the local.

Haynes is survived by his wife of 53 years, Janice, his daughter Leann Haynes Smith, his son Jay Christopher Haynes, three grandchildren and one great-grandchild.



Labor Secretary Drops In

Hilda Solis Spots Teamsters, Tells Secret Service to Pull Over

U.S. Labor Secretary Hilda Solis has proven she's a friend of the Teamsters. Solis spoke at the recent Teamsters Women's Conference, and she has been a strong advocate for working families since taking office.

In mid-January, she proved her friendship in another way by making a surprise visit to Boston's Local 25 and delivering an impromptu speech to members.

"We were blown away by Secretary Solis' surprise visit," said Sean M. O'Brien, Local 25 President, who was sworn in for his second term shortly after Solis' visit.

While in Boston, Solis was driving by and saw Teamsters outside the Local 25 union hall. She told her Secret Service driver to pull over. Solis then called on O'Brien, who at first thought his secretary was joking about Solis being there.

"She said she wanted to stop and say hello because her father was a 25-year Teamster, and because she saw Teamsters gathered outside," O'Brien said. The members were arriving for Local 25's monthly meeting.

Solis was unable to speak during the meeting, but she did speak with some members who arrived early.

"She talked about how proud she was that her dad was a Teamster, and talked about what the union has done to improve lives," O'Brien said.

For O'Brien, an extraordinary day became even more memorable. After meeting with the labor secretary, O'Brien's father, a 49-year Teamster, administered the oath for his son's second term.

FIAT CHRYSLER
SONO
Durante
IL BANDITO DEL BAILOUT
CHRYSL
TRUC
IL LAV
IsFIAT CHRYSLER
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IAGED
ELIVERED?
TEAMSTERS
LOCAL 355

TEAMSTERS FIGH

BAILOUT BANDIT
FIAT CHRYSLER
Is FIAT CHRYSLER
DAMAGE When DELIVERED
Is FIAT

Union Working On Your Behalf On Many Fronts

Dave Wolf, a Local 776 Teamster in Pennsylvania, said it best.

Pointing out that working people weren't the ones who caused the nation's economic woes, Wolf said, "It was fraud and corruption on Wall Street that caused the crash. Now working people are losing their jobs and their pensions because of it. The government says it has to bail out the banks when they get into trouble because they're 'systemically important.'

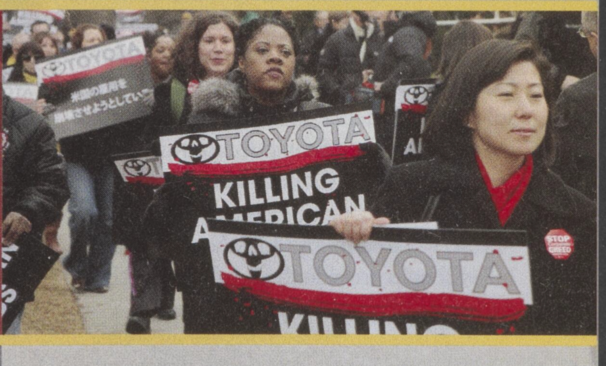
"Well, we're the people who move the goods and pay the mortgages and support our communities. I think we're 'systemically important' too," Wolf said.

So Wolf got involved. Through his union, he's fighting back. Fighting back against corporate greed. Fighting back against anti-union politicians. Fighting back against unfair government regulations and trade deals.

He's part of a growing movement of those who recognize that, in order to make a positive difference, it's important to work through a powerful group that never stops fighting for the interests of working people: The Teamsters Union.

"A pro-union president is in the White House. We've got Democratic majorities in the House and the Senate. We're starting to see green shoots in the economy, but working families are still hurting. Teamsters know we can't count on anyone else to fight our battles for us. That's why we're fighting back like never before," said Jim Hoffa, General President.

BACK



Balance the Scales

Action is taking place on many fronts and on several different issues.

"Powerful interests with a lot more money at their disposal are spending billions of dollars trying to undermine working families and the labor movement. The union is doing everything it can, at every level possible, to protect and promote Teamster jobs and benefits, and actively working to balance out the scales that tipped too far toward big business and away from working families during the last president's administration," said Tom Keegel, General Secretary-Treasurer.

Despite great advances of pro-union politicians over the last couple of years, working people still have fewer weapons at their disposal in the fight for the middle class.

Unions remain the single most effective tool in the fight for the middle class, but over the past few decades, especially during the George W. Bush administration, labor laws were completely reshaped. The law right now favors millionaires and billionaires over working men and women, corporations over unions, big business over decency.

Save Jobs, Protect Pensions

A secure retirement is at the heart of services unions provide for their members, which is why the fight for pension reform is so important.

"Pension reform also saves jobs," Hoffa said. "America and the Teamsters Union face a jobs crisis. What many people are not aware of is that the jobs crisis is connected to the strains placed on pension funds by the Wall Street financial collapse. So to create jobs, we also must protect pensions."

That's exactly what the Teamsters Union has set out to do.

The union has devoted thousands of hours and held dozens of meetings with Congress, as well as the White House, to solve the problems that multi-employer pension plans are facing. An important step forward was taken with the introduction of H.R. 3936, the Pomeroy-Tiberi "Preserve Benefits and Jobs Act." The bill will help provide the funding relief necessary to restore pension plans.

Many Teamsters are in multi-employer plans. The plans and the employers who contribute to them are facing unreasonable financial pressures that threaten the retirement security of tens of thousands of workers.

Action in the House

The Teamsters' grassroots effort to pass the "Preserve Benefits and Jobs" act recently received kudos from the two members of Congress who sponsored the bill. The Preserve Benefits and Jobs Act provides temporary funding relief for pensions that suffered losses in the stock market collapse of 2008. It will give employers more time to put money into pensions in order to meet government requirements.

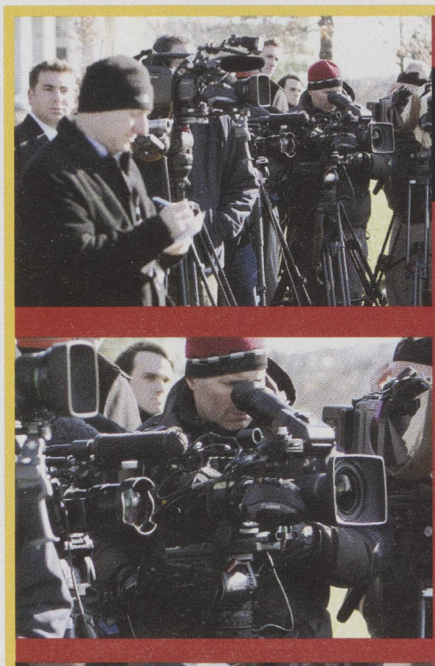
Hoffa introduced Rep. Earl Pomeroy (D-N.D.) and Pat Tiberi (R-Ohio) to the General Executive Board at a recent meeting in Washington. The congressmen knew that the Teamsters had begun to mobilize on behalf of their bill to provide relief for pension plans. Already, Teamsters sent more than 7,000 e-mails to their representatives supporting the legislation.

"I was thrilled to death to see what you unveiled yesterday, your grassroots effort," Tiberi told the board. "You guys have a lot more influence in this town than I do. We need to get this passed yesterday."

"Mobilizing the grassroots—I can't tell you how important that is," Pomeroy said.

Tiberi told the board that he is the son of Italian immigrants. His dad, a steelworker, lost his job and his pension when he was in high school.

"I come at this from a very personal standpoint," Tiberi said. He called the bill "something that will help so many Americans—not just keep their pensions but keep their jobs."



FIGHTING BA

There's no shortage of ways for Teamsters to get involved from the comfort of home

Members are welcome to get involved in the fight for pension reform by visiting union's new web page at www.teamster.o content/pension. Here you can access the tools and information you need—includi an online petition—to mobilize in the fig for pension relief.

Check out CarBuyersBeware.com for more information on what the union is d for carhaul members.

For other campaigns and issues, visit the following Teamster-related sites:

Senate Steps In

Protecting pensions and saving jobs is the top priority of the Teamsters Union. As such, the union is also working with members of the Senate on a bill similar to that in the House.

Some Teamster truck drivers at YRC Worldwide (YRCW) recently got a front-row seat to hear Sen. Bob Casey's plan to stabilize multi-employer pension plans and save thousands of jobs. This happened at the YRCW loading dock in Carlisle, Pa., where Sen. Casey announced that he would file the "Create Jobs and Save Benefits Act of 2010."

Sen. Casey, a Pennsylvania Democrat, explained that his legislation is not only important in protecting pensions and saving jobs, but it's also important to keep promises made to retirees.

"We have to fulfill our obligations," Casey said. "Pensions are a basic commitment to workers and their families that they will be there for them."

The bill will strengthen the trucking and other industries. It will change the pension funding rules so employers won't have to make payments that could force them into bankruptcy. Employers can use their savings to hire and retain workers.

Teamster trustees from across the nation recently met in Scottsdale, Ariz. at the annual Trustee Education Conference to strategize about tackling the funding pressures facing all pension plans because of the financial crisis.

Keegel urged trustees to get involved and to help mobilize Teamsters.

"We need your commitment and leadership now more than ever," Keegel said. "You're on the front line in this battle. We can't sit around and wait for Congress to do the right thing. We must demand that our needs are heard and met."

ON THE WEB

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Schoolbusworkersunited.org
TeamsterStates.org
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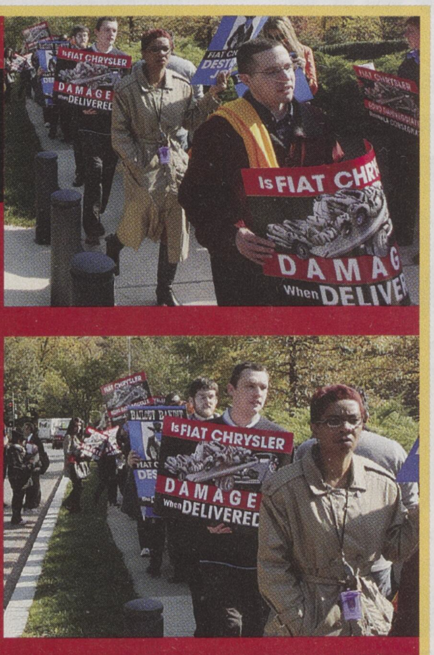


YRCW

Over the years, the fight on behalf of rank-and-file Teamsters has pitted the union against some of pretty powerful interests. Sticking up for Teamsters at YRCW, however, brought the union face to face with one of the world's most powerful: Wall Street.

The Teamsters Union took on Wall Street to help YRCW avert bankruptcy, saving 30,000 Teamster freight jobs.

In the fight to save those jobs, the Teamsters publicized that Wall Street investors were trying to profit from a failure of YRCW. At issue were credit-default swaps (CDS), which provide "insurance payments" to investors when a company goes bust. These unregulated swaps played a central role in the near-collapse of YRCW.

"The Teamsters Union set out to reveal the shameful behavior of the banks and other financial firms, but the lack of transparency and regulation in the market left no way to identify the bondholders in order to persuade them to participate in the company's debt-for-equity exchange offer," Hoffa said.

Due to a massive last-minute surge of public relations, political and investor activism spearheaded by the Teamsters, the bond-equity exchange was successful.

Changing the System

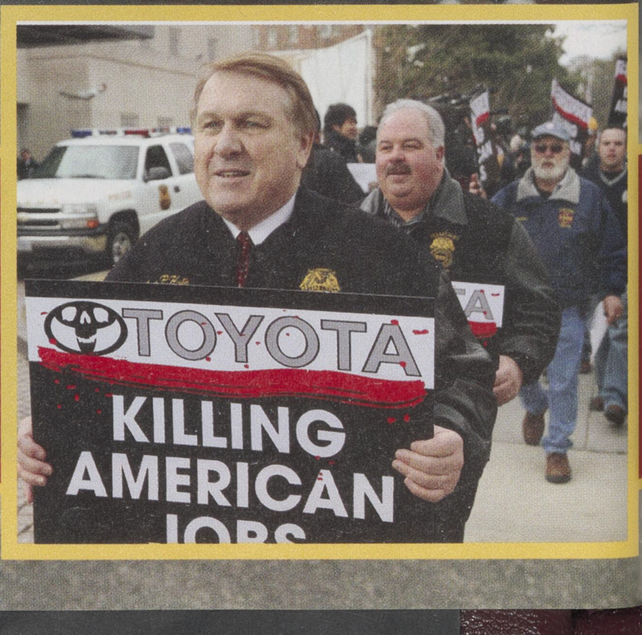
Now, the Teamsters Union is trying to change how CDS work so other companies won't face the same dilemma as YRCW.

"A handful of bondholders were permitted to put their own financial gain before the welfare of more than 35,000 workers and hundreds of thousands of retirees," wrote Hoffa in a letter to the U.S. Senate Committee on Banking, Housing and Urban Affairs.

In the letter, which commends the committee for passing the Restoring American Financial Stability Act of 2010, Hoffa encourages lawmakers to strengthen the bill by ensuring "that the final legislation brought to the floor brings transparency and accountability to our shadow capital markets. That includes requiring all standardized derivatives to be cleared and traded on fully transparent exchanges and regulating hedge funds, private equity and venture capital to protect investors and prevent systemic risk.

Health
Care
REFORM
NOW

> *"We will continue this fight until we protect all our carhaul members' jobs."*
>
> _JAMES P. HOFFA
> GENERAL PRESIDENT


TOYOTA
KILLING
AMERICAN

Derivatives, hedge funds and private equity must be clearly and effectively regulated, without exceptions or loopholes that undermine these rules." (You can find the entire letter at www.teamster.org/content/yrcw-freight-updates.)

Even after a rescuing a company and its 35,000 jobs from the jaws of a greedy Wall Street, the Teamsters Union is still fighting for those members and anyone else who could be affected by credit-default swaps.

"As the legislative process moves forward, we hope that the YRCW story can help to illustrate the dangers associated with unregulated shadow financial markets and the threat that these products pose to the lives of working families," Hoffa said.

The Carhaul Fight

Union carhaulers are in the fight of their lives, and once again, the Teamsters Union is using all the tools at its disposal to help them.

Some auto companies either plan to or have already killed good jobs by moving work to cut-rate carriers.

"Our fight to save our carhaul members' jobs is gaining momentum as we win support from members of Congress, dealerships, consumer advocates and other key groups," Hoffa said. "Since early October, our members have leafleted hundreds of dealerships nationwide, educating car buyers about the dangers of nonunion haulers transporting new vehicles."

The campaign on behalf of carhaulers has seen a tremendous amount of activity in recent months. Hundreds of auto dealerships have signed letters urging car companies to stop their attempts to eliminate the work of Teamster carhaulers, and because of it, GM has backed off plans to eliminate more union work.

Chrysler has already shifted work to nonunion carriers, but the union is still working on getting that work back to Teamster carriers.

Damaged When Delivered

"One of the most important things the Teamsters Union has done for carhaulers whose work is threatened is producing the 'Damaged when Delivered' report, which looks at the risks to consumers and to public safety when these cut-rate companies haul more of the vehicles," said Fred Zuckerman, Director of the Carhaul Division

"We have distributed this report to all members of Congress, to all GM and Chrysler dealerships, and to the consumer advocate groups who have signed on to our report," he said.

Zuckerman and the union's consumer allies held a press conference to bring attention to the report when it was released at the end of 2009.

The union's legislative team has also worked on getting dozens of members of Congress to send letters to GM and Chrysler demanding that they halt any plans to cut good-paying carhaul jobs.

The message from Congress has been clear: The taxpayer-funded auto bailouts were not intended to cut good jobs.

"We will continue this fight until we protect all our carhaul members' jobs," Hoffa said.

In the meantime, Teamsters are still leafleting at Chrysler dealerships, working with the UAW to put pressure on Toyota, and has been educating consumers by leafleting outside of auto shows around the country.

The union is also working with local unions to establish "audit safety teams," in which members help the Teamsters Union file reports and take photos of safety problems with the cut-rate, nonunion carriers.

The carhaul battle is ongoing and may not be resolved soon, but the fact that the Teamsters Union has taken on this challenge speaks volumes. It sends a clear message to other Teamster employers: The Teamsters are fighting back.

Strength in Numbers

What gives the Teamsters Union the might to fight all these battles? You. The union is 1.4 million members strong. The sheer size of our membership translates to clout in Washington, D.C., at the bargaining table and, of course, with prospective members.

"Our Organizing Boot Camps have been such a huge success because our members recognize the good the union does for them and they want that to spread in their community," said Jeff Farmer, Director of the Organizing Department.

More than 1,000 member organizers were trained in 2009 and even more are on schedule to be trained by the end of 2010. In 2009, there were 22 boot camps, involving 20 Joint Councils and two state conferences, with member organizers from 170 Teamster locals, the GCC and BLET. These members volunteered their weekends, took action, and sometimes braved the elements to fight for what really matters—rebuilding the middle class and raising standards for working families.

"We are engaged in national campaigns that will test the resources of the union and we need a mighty army of Teamster member organizers to get it done," Hoffa said. "There is strength in numbers, and in order for the Teamsters to fight back against the powerful interests that are against us, we need the help of every member, local union, Joint Council and every Teamster group in between."

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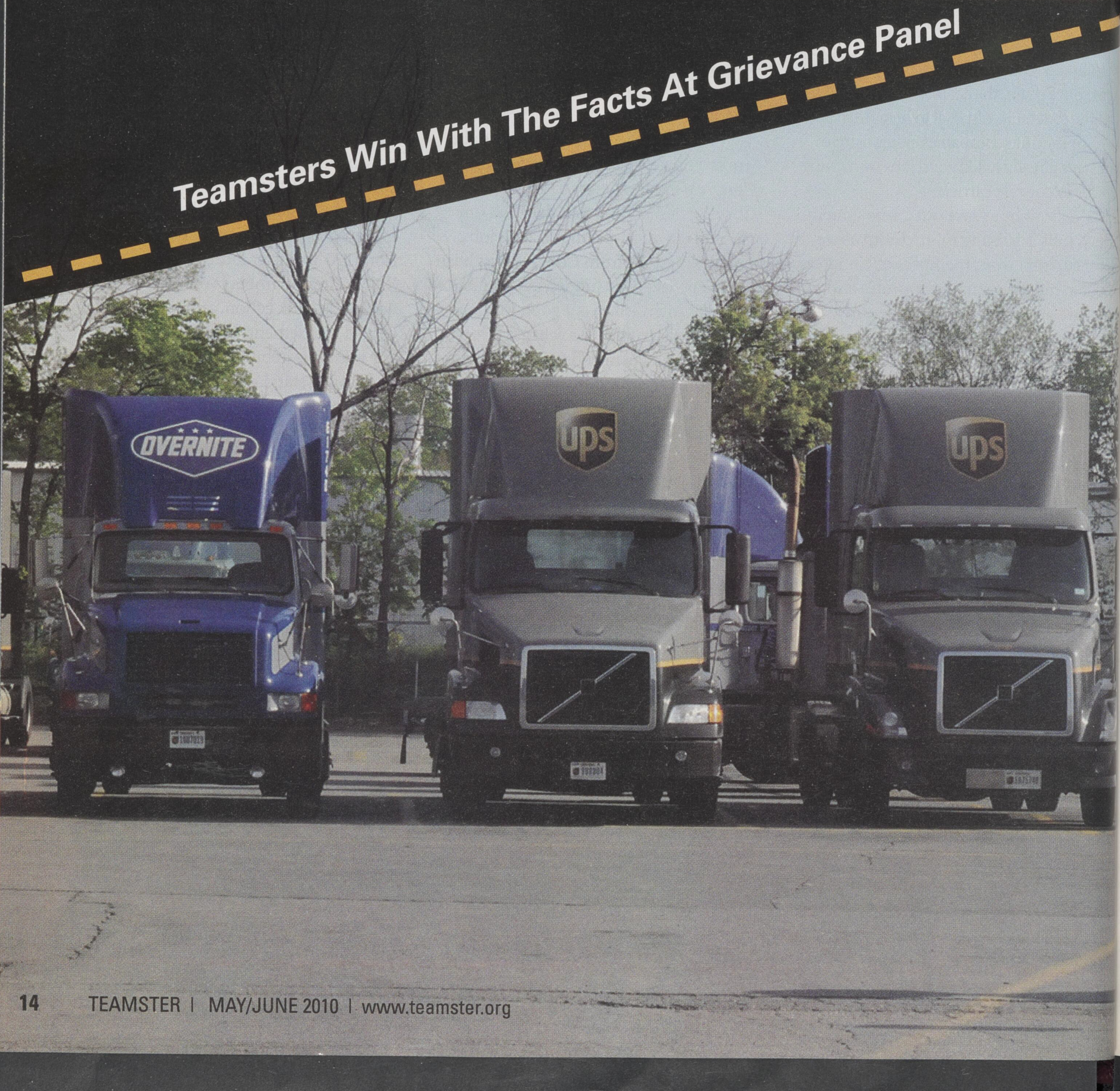
TOYOTA
KILLING
AMERICAN
TOYOT

Seniority VICTORY at UPS Freight

Teamsters Win With The Facts At Grievance Panel


OVERNITE
ups
ups

ups
OVERNITE
ups
UPS Freight

The Teamsters won a major victory on seniority at the UPS Freight national grievance panel in March, and is taking important steps to address contract violations on subcontracting, said Ken Hall, Package Division Director and International Vice President.

"We took on the seniority violations and we won," Hall said. "The contract wasn't being followed. It wasn't what we negotiated. We had the facts behind us. Justice was served for our members. It is up to us to police our contract and make sure it is being followed."

UPS Freight violated the contract in the Central Region and other areas of the country by refusing to let workers exercise their seniority when bidding the various jobs within the local cartage operation.

Prior to the contract, each job classification had its own seniority list, city drivers, yard jockeys, and dock workers, and the members were restricted to only performing those duties.

Through negotiations the restrictions were removed and all "local cartage" members were placed on the same seniority list and should have enjoyed the ability to bid every six months to whatever job classification they desired and were qualified to do.

The company, however, was still restricting them to only bidding whatever they had previously bid unless a new position opened up. This was defeating the seniority concept that had been negotiated.

International Vice President Brian Buhle said this issue was a huge win for the members.

"The decision by the national panel restored exactly what was bargained for, the right to exercise your seniority within the local cartage classification," said Buhle, also the Central Region FedEx Freight chairman and Secretary-Treasurer of Local 135 in Indianapolis. "Thanks to Ken Hall and the efforts of the Package Division, we prevailed and the members' seniority was protected."

"As a member of the Teamsters National UPS Freight Negotiating Committee, I can say that we all knew that this was a first contract and that issues of language interpretation would arise," said Sean M. O'Brien, President of Boston's Local 25. "I was pleased to see this addressed. This is precisely what national Grievance Panels were created for."

Subcontracting Violations

Another major issue at UPS Freight is contract violations involving subcontracting. A lead case from Local 745 in Dallas has been chosen to proceed to arbitration.

"Our committee has done an outstanding job of documenting and grieving subcontracting violations, and it is absolutely not their fault that UPS has continued to violate the contract," Hall said. "Thanks to the diligence and hard work of Local 745 in putting together the facts, a neutral arbitrator will make a decision if we can't come to an agreement with the company to handle this violation of the contract."

"Every Teamster should know what is in their contract."

–Ken Hall, Package Division Director and International Vice President

Building Strong Cases

The contract violations by UPS Freight reinforce the need to take on good cases with well-developed facts and supporting documents to win successful grievances and arbitrations that enforce contractual language and end company abuse, Hall said.

"You have to get the facts right," Hall said. "You can't just walk in to an arbitrator and complain that something isn't right, because you are not going to win. You have to build strong cases, and that's what we are doing."

Hall pointed out that because this is the first contract with UPS Freight, there will be issues that arise.

"Although this is a first contract, as with all longstanding contracts, there will always be disagreement," Hall said. "We must address these issues with well-developed facts."

Hall added that it is never too early to start thinking about the next contract and where improvements can be made.

"Every Teamster should know what is in their contract," Hall said. "Communicate to your local when you feel it is being violated, and let them know where you think improvements can be made in the future."

The Teamsters kicked off the organizing campaign in 2006 when the union organized UPS Freight (formerly Overnite Transportation) workers in Indianapolis and negotiated a contract with the company that was ratified by a 107-1 vote in October 2007.

The Teamsters won a card-check agreement from UPS in December 2007, and in January 2008 launched a nationwide campaign. By November 2008, the Teamsters represented more than 12,400 UPS Freight workers in 42 states.

Building STRENGTH *Locally*

WASTE WORKERS UNITE TO SIGN UP FOR DRIVE

TEAMSTERS
DRIVE
TEAMSTER
TEAMSTERS
DRIVE

*H*ector Ramirez realizes that to remain more secure in his job in the solid waste industry, workers need to have influence with local government officials, so he and his co-workers recently joined DRIVE in unprecedented numbers.

DRIVE is the Teamsters' political action committee. Ramirez and 1,300 of his co-workers in the solid waste and recycling industry, all members of Local 396 in Covina, Calif., joined DRIVE over a six-week campaign, a level of success which is being hailed as unprecedented.

"DRIVE helps us build strength with city councils and local governments, which put waste contracts out to bid and sign the contracts," said Ramirez, a 13-year Teamster who has worked at Waste Management in Compton for six years. "This relationship with local governments is very important, because if we lose a contract, we can lose our jobs."

When the campaign began earlier this year, about 60 (or about 2 percent) of Local 396's sanitation members belonged to DRIVE. Six weeks later, 1,325 were signed up—50 percent of the local's waste/recycling workers, a group whose membership is about 98 percent Hispanic. "We need to make sure that local politicians award the contracts to union companies over nonunion companies so that we can maintain good union jobs within our community."

'Incredible Success'

"This incredible success is a testimony to the leadership of Local 396 Secretary-Treasurer Ron Herrera," said Jack Peasley, who has been a DRIVE representative for 10 years and a Teamster for 42 years. "The leadership of Local 396 has sent a strong message to all its members that they are fighting for their best interests. The members trust their leadership."

The DRIVE campaign coincides with a comprehensive organizing campaign that's under way at Local 396. Local 396 represents about 2,700 waste and recycling workers. That includes about 1,900 in Los Angeles County, with the rest in Orange, San Bernardino and Riverside counties. The local estimates there are at least another 3,000 unorganized waste workers in L.A. County alone, and probably another 3,000 unorganized workers in the other three counties.

In addition to strengthening job security for existing members, the DRIVE campaign success boosts the organizing effort by strengthening ties with local elected officials.

Political Awareness

"DRIVE is all about political awareness," Herrera said. "We have educated our members and made them aware that legislative strength is going to increase job security."

For example, by strengthening ties to local government officials, Local 396 has helped pass worker-retention ordinances in smaller, local communities. The local is working on additional ordinances in larger communities in Orange County, typically a more politically conservative area. With the recently added clout, the political-action campaign is gaining momentum.

"This is an intelligent fight, a legislative fight," Herrera said. "By gaining strength through our DRIVE membership, we will increase our influence to pass more pro-worker laws at the local level that help our

TEAMSTERS
DRIVE
Building A Better America
TEAMSTERS
LOCAL 396

CalMet Services
Recycling ♻ Waste Collection
1-800-990-6387
TEAMSTERS
DRIVE

members and laws that will help our union grow. When our union grows, it helps all of our members."

Building on Success

DRIVE, the Democratic, Republican, Independent Voter Education program, supports grassroots action by Teamster families to stand up to big business interests. The successful campaign involving waste and recycling workers in Southern California will help future DRIVE campaigns.

"We hope to build on this successful DRIVE campaign and reach out to sanitation workers across the country, as well as other workers," said Christy Bailey, Director of the Teamsters Field and Political Action Department. "The waste workers at Local 396 realize how important their relationship is with locally elected leaders. Their membership in DRIVE will give themselves and their families a more secure future."

Ramirez, who works as a side loader picking up waste from homes, said he wants other workers to become Teamsters so that they can enjoy some of the benefits he has received over the years.

"As a Teamster, I have a way better life," he said. "I have more medical care for my kids—it is a good plan and it doesn't cost that much. I will have a retirement plan from the Teamsters. I have been able to provide a better education for my kids. With more power at the local level, more people can have a better life like I have had."

For more information on DRIVE, visit www.teamster.org/content/drive.

School Bus Workers
UNITED

Driving Up Standards

Durham School Bus Workers Join Local 838

School Bus Workers
UNITED

> "I need a voice. A happy driver makes a safe driver. I wanted the Teamsters because I would like to vote on policies in the workplace."
>
> –REGINA SHADE, DRIVER

For 10 years, Nathaniel Brown has worked hard, transporting children to and from school. Brown doesn't ask a lot of his employer in return, but what he and his co-workers do need is justice.

"I've seen routes changed and my hours and pay shorted. A lot of promises were made and none of them were fulfilled. There was no justice behind some of the things they've done," Brown said. "We needed to organize a union so we could have a voice. We needed to do it our way because the old way wasn't working."

Brown and his fellow drivers and monitors with Durham School Services in Kansas City, Missouri have voted overwhelmingly, 203-63, to join Local 838, sending a strong message to the company that they are standing united for safety, fairness and proper treatment on the job.

Sweet Success

The 290 workers had tried to form a union twice in the past, but decided to go with the Teamsters in their final, successful effort. They prevailed despite resistance from Durham management in their efforts to join the union. At the union election, management attempted to exclude the workers from viewing the vote count.

"I am so happy about this vote. I've been here a while and wanted to help the young people who had been scared of management before, but we all spoke our word today. Everyone was fed up with having a buddy system instead of a seniority system and with the lack of safety. We are long overdue for a change," said Rosie Randolph, a 12-year monitor.

"I wanted the Teamsters because I wanted a better workplace. Management has sick time, snow days and benefits, but we don't," said Dana Smith, a 10-year monitor. "I don't have the health plan here, because if you pay for it, forget being able to pay rent. It costs too much. There are people that have worked here 27 years with no retirement, with nothing to fall back on."

"I need a voice. A happy driver makes a safe driver. I wanted the Teamsters because I would like to vote on policies in the workplace," said driver Regina Shade.

Fired Up

Throughout the campaign to organize, the workers stuck together, attending

rallies and meetings and showing their support for forming a union in every way possible. Single mothers juggled family responsibilities with attending organizing committee meetings, while many who work long hours to make ends meet put in the extra time needed to help organize.

"This group was fired up, ready to sign cards, hold meetings at night after work and just ready to go," said Billy Thompson, President of Local 838. "Their energy was unbelievable and they wanted this so badly. They are a pleasure to work with."

The workers had a huge amount of support from the Kansas City community and faith leaders, including strong backing by the Kansas City Teachers & School Related-Personnel, American Federation of Teachers Local 691, and Reverend Kenneth Ray of the Baptist Ministers Union, representing more than 100 churches, among other supporters.

Clint Zweifel, Missouri State Treasurer, told the workers in a letter, "As a Teamster myself, I understand the importance and benefits union membership brings to the workplace…I voice my full support for the Teamsters and the employees of Durham School Services…There has never been a more important time for workers to have the right to organize."

On the Air

During the campaign, the workers also made their voices heard in the media, appearing on KKFI 90.1 FM, where they were interviewed by Judy Ancel, Director of the Institute for Labor Studies at the University of Missouri-Kansas City.

On the program, Phyllis Deason, a driver, said, "We need better buses, driving standards and safety for our children. The only way we can do this is to organize with the Teamsters."

The Durham drivers and monitors in Kansas City are now looking to the future and looking forward to negotiating a Teamster contract.

"We've wanted this for the past two years, and finally having our union is wonderful!" said Muriel Gaston, a 14-year driver. "We tried twice before to form a union, but the company wanted us to give them another chance, so we did, and nothing changed. This time we did something for ourselves and joined the Teamsters."

The FACTS *on* DURHAM

- **Durham School Services is the U.S. subsidiary of National Express, a huge and profitable multinational company based in the United Kingdom, with operations in the U.S., Canada, Spain and the U.K.**
- **Durham is the nation's second largest student transportation provider.**
- **National Express's North American division operates more than 16,400 school buses, with 22,500 workers helping deliver 1 million students to school every day.**
- **More than 2,900 workers at National Express subsidiaries (Durham in the U.S. and Stock Transportation in Canada) are Teamsters.**

Tanks Teamsters

Local 745 Organizes Two Tankhaul Units

TEAMSTERS
LOCAL 745

For Michael Starks it wasn't just a line about his life—the wheels really were coming off. When four tires on his truck blew in four days he knew he needed help, and he knew it was time to call the Teamsters.

Management at Schwerman Trucking's Hutchins, Texas facility decided to change things up, providing a rude awakening for the drivers. Seniority was ignored, routes were given away, loads were cut back, schedules were disrupted and benefits started disappearing.

"I've got seven kids and things at the company just weren't safe. They even got rid of the safety person," Starks said. "That's when we reached out to Teamsters Local 745. We knew that the only way to make things better was to join together."

The drivers knew that Schwerman workers in other states were Teamsters and had improved their work environment.

"Scheduling was unsafe and your body just couldn't get adjusted," said Kendrick Warren. "You'd drive days one week, nights the next. We roundtrip to Tulsa in one day and go about 450 miles. Your body would just be off kilter all the time."

Following Suit

The Hutchins group voted 14-4 for Teamster representation in May 2009. Shortly thereafter, workers at the West Dallas terminal decided they needed to follow suit.

"They don't know anything about how seniority works," said Mike Murdoch, who was selected by his co-workers in West Dallas to reach out to the union. "We used to have management that understood. But a new area manager brought in a new terminal manager and drivers started leaving left and right going to another tanker company."

Beyond problems with work rules, Schwerman couldn't seem to keep their books straight.

"At least once a month I have to go to get money they've cheated me out of," Murdoch added. "They tried to tell me it was an honest mistake. I was born at night but not last night."

The West Dallas unit voted 11-8 to join Local 745 in September 2009.

The three drivers are committed to getting a first contract at each location.

"Since we voted to go union it's better because you have channels to go through," Starks said. "If you have a problem, let the union handle it."

Murdoch is looking forward to the day he has a contract. "Hopefully we can make more money and get better benefits," Murdoch said. "I'm number three on seniority and it doesn't do me any good. We're going to get a good contract."

LOCAL 350

Republic Services

Thirty-five workers at Republic Services, a waste company in San Carlos, California, have voted to join Local 350 in Daly City. The unit consists of customer service employees, clerical workers and dispatchers.

"The workers want improved benefits, fair wages and better working conditions," said Bob Morales, Secretary-Treasurer of Local 350 and Director of the Teamsters Solid Waste, Recycling and Related Industries Division.

On November 18, 2009, about 30 mechanics at the same Republic location overwhelmingly voted to join Local 350.

LOCAL 166

Mission Linen

Laundry drivers at Mission Linen in Palm Springs, California voted unanimously to join Teamsters Local 166 in Bloomington, securing a strong voice on the job.

The workers approached Local 166 after new management began fostering a hostile work environment, discarding the seniority system and implying that the workers were disposable and could be let go at any moment if they didn't toe the line. The hardships in the workplace only made the drivers more determined to win representation.

"These guys were motivated from the start," said Local 166 Organizer Andy Budai. "They knew what they wanted and were ready to be union even before the vote. They even had their shop stewards picked out."

LOCAL 463

Sloane Toyota

Technicians at a Toyota dealership in Devon, Pennsylvania voted 19-2 to join Local 463 in Fort Washington. The workers are mechanics who work on Toyota vehicles at Sloane Toyota. There are 22 technicians in the bargaining unit.

"The workers have been attending our local union meetings and they have seen firsthand what the Teamsters are all about," said Bob Ryder, Secretary-Treasurer of Local 463. "They have seen the interaction between officers, stewards and members."

The workers were most frustrated with the lack of communication from management, as well as with changes in the workplace, including no raises and an increase in health, welfare and pension costs.

LOCAL 777

First Student

School bus drivers and monitors with First Student in South Holland, Illinois have voted to join Local 777 in Brookfield. The 215 workers are looking forward to improving their working conditions, including gaining fairness and respect from their employer.

"I feel I've been mistreated. There is so much favoritism here," said Gwen Macek, a driver. "I'm happy about our vote because I wouldn't have stayed here if we didn't get our union."

"They did a great job," said Jim Glimco, Local 777 President. "Thanks to the workers, our local, Joint Council 25 and the International Union coming together, the Teamsters are on the map in Illinois in terms of raising standards in the school bus industry."

LOCAL 673

ATMI Precast

About 80 workers at ATMI Precast in Aurora, Illinois recently voted by more than a 2-to-1 margin to join Local 673. The workers, who manufacture cement precast walls, work as crane operators, loading laborers, forklift operators, quality control inspectors, building maintenance employees, welders and more.

"The new members voted for representation despite an anti-union campaign run by the company and they know the Teamsters will diligently represent them at the bargaining table to secure a better standard of living for themselves and their families," said Roger Kohler, Secretary-Treasurer of Local 673.

Tomas Gomez has worked at ATMI Precast for five years. He has been a union member before and knows firsthand the benefits of union representation.

"It has been years of favoritism here and pressure to work more for less. The company was saying they were going to lower our pay further and lay off workers. I was wondering if I would be next," Gomez said. "We are working now toward a good contract and I feel very good about it."

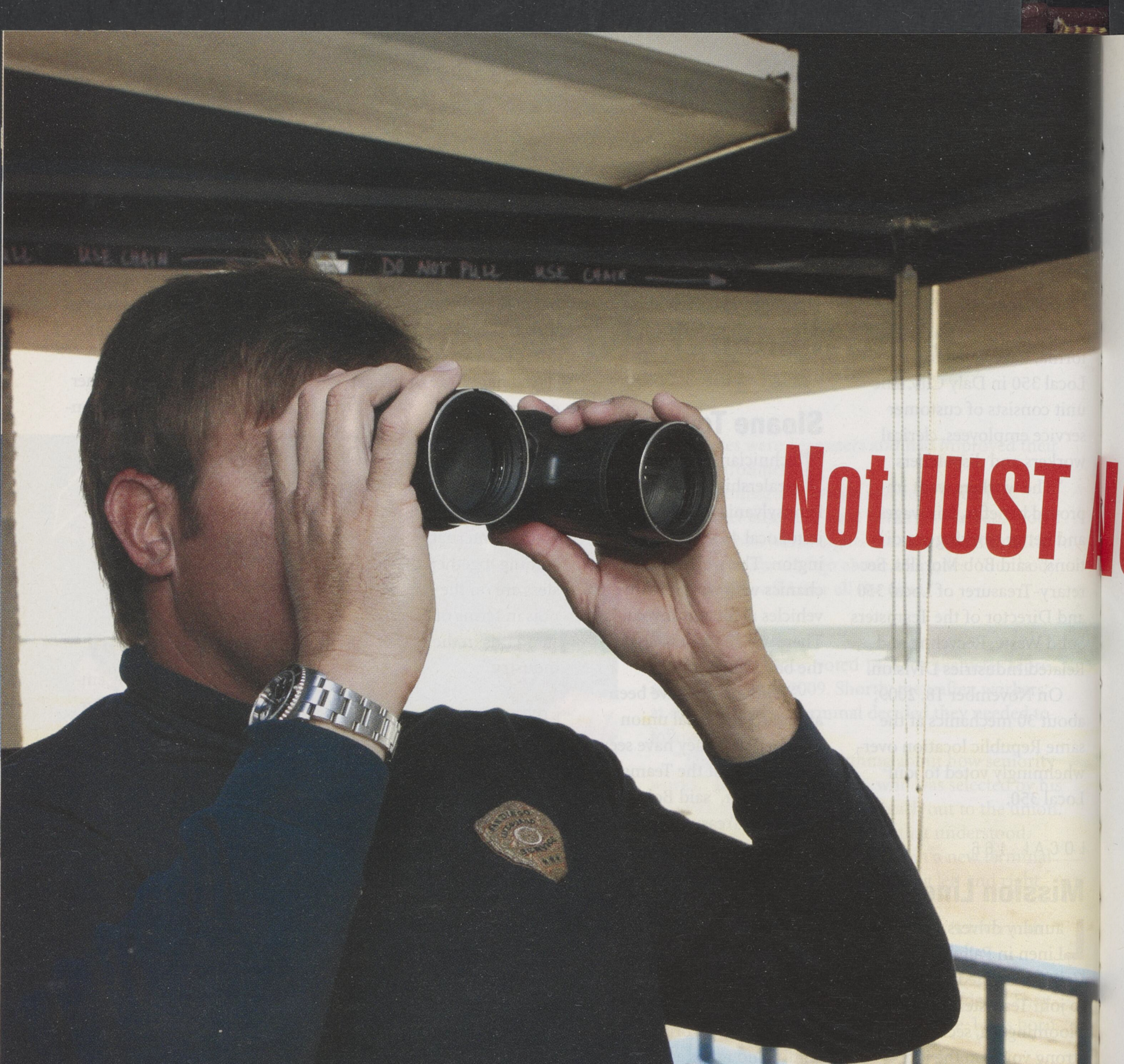
BMWED

Huron and Eastern Railway

Maintenance of way employees on the Huron and Eastern Railway Company recently voted in favor of representation by the Brotherhood of Maintenance of Way Employes Division (BMWED), a division of the Teamsters Rail Conference.

The Huron and Eastern Railway, owned and operated by Rail America, operates in the Lower Peninsula of Michigan. They are headquartered in Vassar, Michigan with their main junction in Saginaw, Michigan.

The BMWED represents more than 35,000 men and women engaged in construction, repair and maintenance of railroad tracks, bridge, structures and equipment throughout the United States. They, along with the 35,000 member Brotherhood of Locomotive Engineers and Trainmen, comprise the Teamsters Rail Conference.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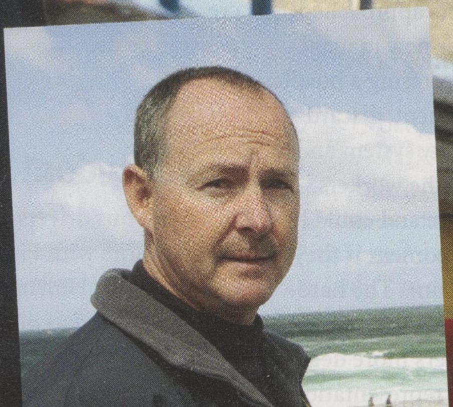
M. KORCH

LIFEGUARD
SCUE
3



San Diego
Medical Services
Enterprise

NOTHER DAY at the BEACH

Rescuing People Part of a Day's Work for Teamster Lifeguards

It's not every day that Teamsters have to leave contract negotiations to respond to a call for help. But for the San Diego lifeguards from the aptly named Local 911, it's all in a day's work.

"I've been with the Local for 20 years and represented all kinds of public employees but we've never had to stop contract negotiations so members of the negotiating team could go perform a rescue," said Raymond Whitmer, Secretary-Treasurer of Local 911, which is based in Long Beach, Calif. "They had to go out and retrieve a body from the bottom of the ocean and try to revive him. Ninety minutes later, we resumed negotiations."

That was Whitmer's first glance at just how unique the San Diego lifeguards are. The 80 permanent and 250 seasonal lifeguards make an average of 6,000 rescues a year as they patrol 26 miles of beach and bay in San Diego. Except for the chief lifeguard, all the lifeguards are Teamsters.

The group became Teamsters in August 2009 and just negotiated their first contract earlier this year.

For anyone thinking this has to be the cushiest job ever, this is not "Baywatch." It takes five to seven years to get certified in all the areas needed to be considered for a permanent lifeguard position, which are chosen by a panel of city officials.

"We do surf, river, boat and cliff rescues, plus marine firefighting," said Sgt. Ed Harris, a lifeguard for 21 years. "We're also peace officers so we have enforcement powers."

All In A Day's Work

Harris said the lifeguards' main job is preventing accidents on the beach, water or cliffs, but it's inevitable that most days will include a rescue or two. Sometimes the end result is not good.

Just recently, the scuba diving team was called in to comb a lake where the body of missing teenager Chelsea King was thought to be. Harris and other members of the dive team spent 14-15 hours a day feeling their way through the lake. King's body was found in a shallow grave not far from where she was last seen.

In spite of rough days like that, the lifeguards said they were drawn to the profession because of their love of the ocean. But the lifeguards say their occupation is often perceived as being, well, a day at the beach.

"Unless you spend a lot of time at the beach, you don't really see what we're responsible for," said Sgt. Casey Owens, a lifeguard for 18 years. "And most people who come to the beach probably will not have to be rescued. You don't expect to be rescued when you plan a day at the beach or on the water."

And sometimes, making those rescues can be hard, said Kerry Brown, one of only five female lifeguards. Brown, a Lifeguard II, has been a permanent lifeguard for 14 years.

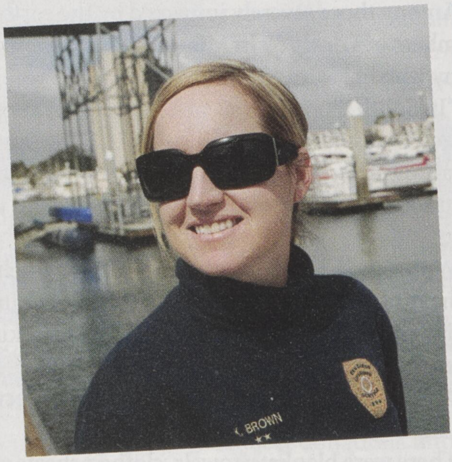
"Most of the rescues tend to be male and some don't appreciate being rescued by a female," Brown said. "Sometimes you have to convince them, unless they really think they're going to die."

Brown said the male lifeguards all treat the females as equals since all lifeguards undergo the same training.

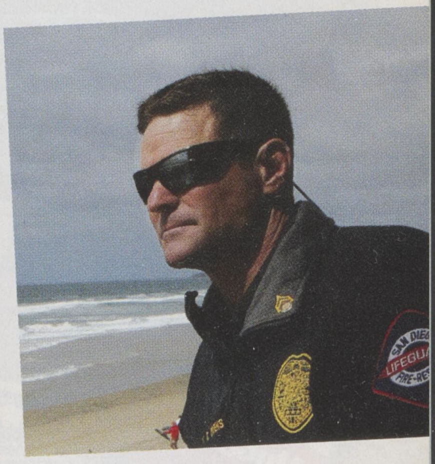
The lifeguards love their jobs but there are some improvements they hope the Teamsters can help them achieve. Although they are specially trained, including in firefighting techniques, the lifeguards earn on average 22 percent less than firefighters in San Diego.

"Part of the contract was a parity pay study, which we hope will shed light on how valuable the lifeguards are to San Diego, and why they should be paid accordingly," said Chester Mordasini, business agent for Local 911. "The lifeguards provide a vital service to the city of San Diego."

SAN DIEGO
LIFEGUARD
FIRE · RESCUE



LIFEGUARD
SURF RESCUE



Answer

When a 7.0-magnitute earthquake struck the island nation of Haiti on January 12, South Florida came to a standstill. Home to the world's second-largest community of Haitian-Americans, the region held its breath as people waited to hear the fates of friends and family who experienced the disaster.

Among those severely impacted by the earthquake are members of Local 769 in Miami—a local comprised of many who have ties to Haiti.

"In South Florida, everyone knows someone who was affected. That's how bad this disaster is," said David Renshaw, Local 769's Human Rights Commission representative. "Our local especially had many members who were directly affected."

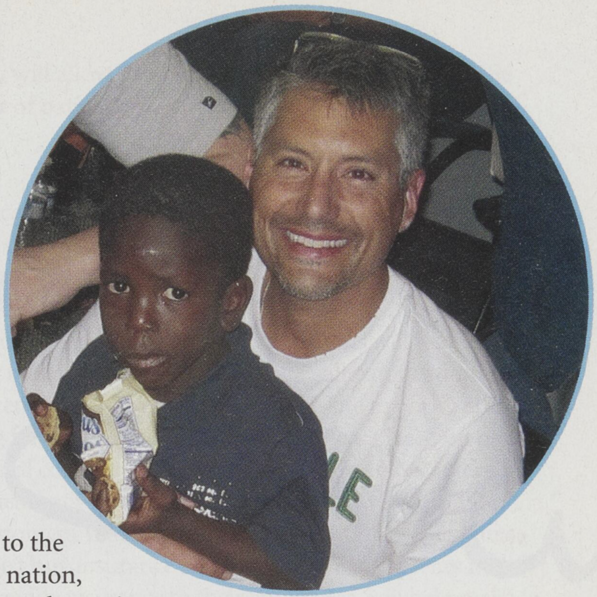
With a moral and personal obligation to help survivors of the disaster, Local 769 immediately sprang into action, setting up donation drop-off centers and working with other organizations to collect goods.

As soon as the local announced it was collecting goods and money, donations started pouring in.

There were blankets, towels, clothes, sheets and diapers. There were crackers, cookies, plastic cups, Pedialyte, juice

ing The Call

Miami's Local 769 Helps Haitian Earthquake Victims and Refugees



and water. There were even toys, lotion and batteries. But somewhere along the way—between the media reports, call centers, fliers, web postings and overall urgency—one very important item was overlooked.

"It was about 8 or 9 at night when we realized we didn't have any car seats," Renshaw said.

A seemingly small matter, car seats were of the utmost importance as busloads of earthquake victims—many of them small children—began pouring into Florida just days after the quake struck.

Renshaw and others quickly put the word out that car seats were needed—and fast.

Within hours, the local union, with help from other affiliates in the community, including the United Way, AFL-CIO, and school districts, had collected 81 brand new car seats.

For victims of Haiti's earthquake, the community response was overwhelming. For Renshaw and members of Local 769, it was just another day.

"In this time of need, our membership and our community have come together," Renshaw said. "That's the Teamster way."

Leader in Time of Crisis

Since that fateful day in January, the local has worked hand-in-hand with other secular and faith-based organizations to collect hundreds of thousands of pounds of goods. Already, several aircraft and shipping containers filled with donations from Local 769 and its affiliates have gone to Haiti; Renshaw predicts the relief shipments won't stop anytime soon.

"This is something that we can't just put a Band-Aid on," said Eduardo Valero, a Local 769 business agent who has been instrumental in helping victims. "We're still collecting donations and we will collect donations until they are no longer needed."

While many donations Local 769 has helped to collect do go to the island nation, other goods stay in the immediate community to help those who have come from Haiti to the United States.

Most victims, who have dual Haitian and American citizenship, came to South Florida with nothing except the clothes they were wearing at the time of the earthquake. In some cases, survivors had little more than scraps or debris covering their bodies.

The influx of earthquake survivors to the area has put a strain on local resources, but community organizations like Local 769 are doing what they can to help those in need—especially children.

"Local 769 has been able to help hundreds of victims directly," said Michael Scott, President of Local 769. "In the first couple of days after the earthquake, we saw busload after busload of victims—many of them children. We were able to provide those people with food and water."

For many, the provisions provided by Local 769 were the first food and drink victims had consumed in days.

"The lucky ones stood out in the sun for four days. They were dehydrated and in desperate need of fluids," Renshaw said.

Looking to the Future

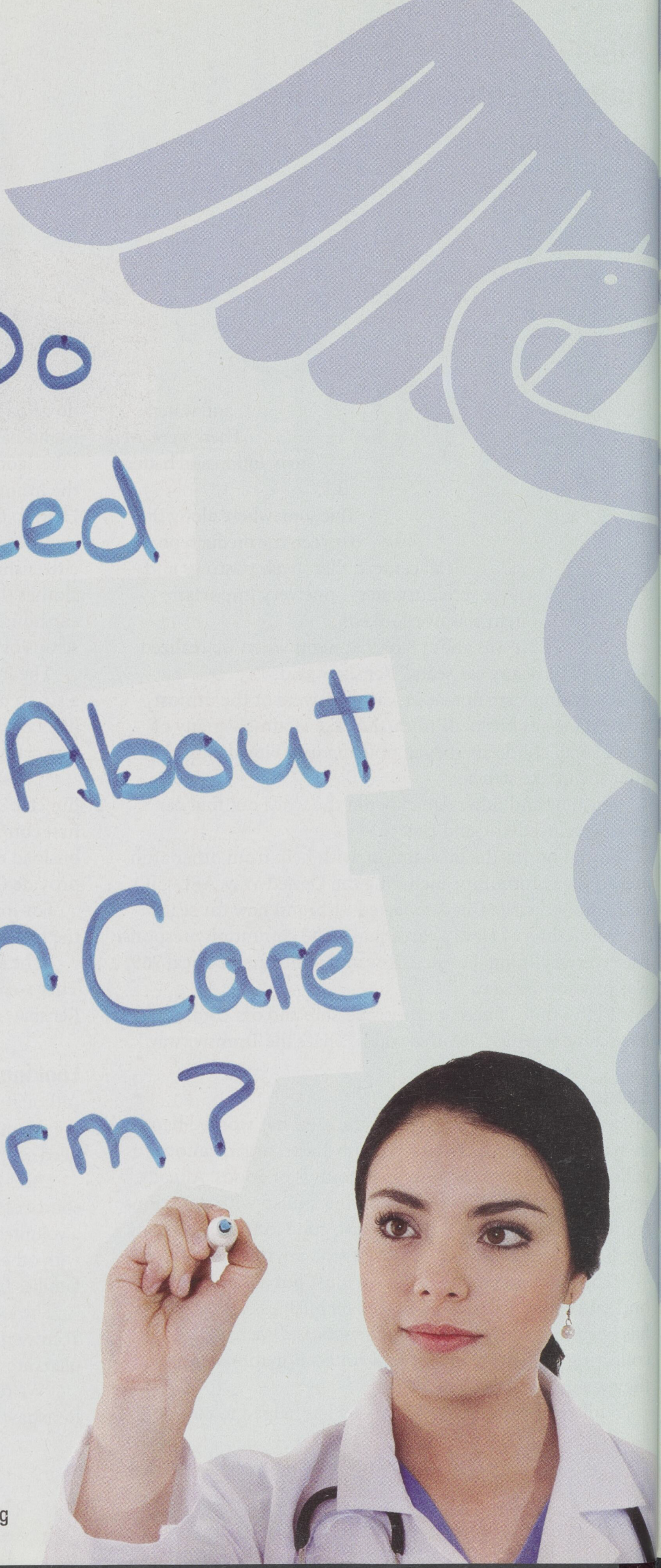
Although the immediate danger is now over, Haiti still faces the daunting task of rebuilding while refugees in Florida are in need of shelter, steady jobs and education for their children.

Local 769 continues to be a community leader by being a source of support, education and resources. The local has set up a volunteer list on their web site and is working in partnership with other organizations to provide daycare vouchers to working families from Haiti.

The local is also looking into the possibility of sending Teamsters to Haiti to help reconstruction efforts, however, plans are still pending.

"We're going to keep going for as long as it takes," Renshaw said.

What Do You Need to Know About Health Care Reform?



On March 23, President Obama signed into law the first major legislation to overhaul America's faltering health care system in decades. The bill, which aims to make health care in America more affordable, will provide coverage to millions of previously uninsured Americans as well as help control insurance costs. Cost control will make our economy more competitive, help our employers who are burdened by skyrocketing premiums and lower insurance costs for all citizens.

Although most Teamsters currently have insurance through their employers—something that the new legislation will not change—the bill offers many new benefits that may be available to those who already have health insurance. Below are a few things every Teamster should know about the Affordable Health Care for America Act.

Immediate Impact

Most benefits the bill offers will not go into effect until 2014. However, there are some benefits Americans—even those who already have health insurance through their employers—will be able to reap immediately. Under the new legislation:

- Parents will be able to keep adult children on their policy through the age of 26;
- Insurance companies can no longer deny coverage to those with pre-existing conditions;
- Insurance companies will no longer have the option of setting lifetime caps on coverage;
- New private plans will be required to provide free preventative care; and
- A $250 rebate will be given to Medicare beneficiaries who hit the gap in prescription drug coverage.

Long-Term Impact

The aim of the bill is to provide near-universal coverage in the United States. Prior to the bill being signed, the U.S. was the only advanced industrialized nation that did not guarantee easy access to health coverage for all of its citizens. Under this legislation, by 2019, it is expected that 95 percent of American citizens will have health care coverage.

The bill will set up a regulated marketplace where small businesses and individuals can purchase insurance plans from insurers. These are called exchanges and they will begin in 2014. In the exchanges, insurance consumers will have the ability to view available plans, compare prices and purchase health insurance easily via the web.

Outside of the realm of insurance, the bill also encourages the medical profession to use electronic medical records, which many believe will make health care more efficient and effective. Community health clinics, which serve people who don't have access to other forms of care, will receive a funding boost. The $11 billion increase in funding will allow those clinics to treat nearly double the number of patients over the next five years.

Cost

The price tag for the new health care reform bill isn't small, but the savings will be huge. The Congressional Budget Office estimates that the bill will reduce the deficit by $1.3 trillion over the next 20 years.

Although taxes on the richest Americans will rise—those making more than $250,000 annually will pay an additional 3.8 percent tax on investment income—the majority of the funding for the bill will come from new fees placed on pharmaceutical companies, makers of medical devices and other industries that will directly benefit from nearly 32 million new customers. Other fees, including fines from individuals who don't buy insurance and penalties on companies that don't provide insurance to their employees, will help make up the rest of the bill.

> "The aim of the bill is to provide near-universal coverage in the United States."

Seniors

Beginning this year, Medicare beneficiaries will be able to receive free preventative screenings. Medicare Advantage plans—plans that are run by private insurers and are alternatives to traditional Medicare—will be cut over the next 10 years. The bill does not contain cuts to traditional Medicare benefits. The new legislation also creates a temporary reinsurance program to help companies that provide early retirees with health benefits.

Insurance Companies/Consumer Protection

The new legislation requires insurance companies to be more transparent in their coverage and transactions with consumers. Beginning in 2011, insurers who cover individuals and small groups will be required to spend 80 percent of what customers pay in premiums on medical services, while insurance providers in the large-group market will be required to spend 85 percent of their premium dollars on medical services. (Prior to the new legislation, insurance companies were allowed to spend less of those dollars on medical services and pocket the difference.)

Under the new legislation, insurance companies will be allowed to increase premiums, but companies must submit justification for the increases. Companies that issue excessive or unjustified premium increases will be restricted from participating in the health insurance exchanges, thus limiting their access to new customers.

REPORT TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FROM: Independent Review Board
Benjamin R. Civiletti
Joseph E. diGenova
William H. Webster

DATED: March 25, 2010

I. INTRODUCTION

This is the Independent Review Board's ("IRB") Report Number 2 for 2010 to you on its activities conducted pursuant to the Consent Order. In this Report we will discuss matters that have currently come before us, including four new reports and the progress of existing charges about which we have previously informed you.

II. NEW REPORTS

A. VINCENT FEDERICO – LOCAL 82, SOUTH BOSTON, MASSACHUSETTS

On February 22, 2010, the IRB issued an Investigative Report to General President Hoffa concerning member Vincent Federico. The report recommended that Mr. Federico be charged with, while an IBT member between June 2007 and February 2010, bringing reproach upon the IBT and violating his membership oath by being a member of the Patriarca LCN organized crime family. On March 1, 2010, Mr. Hoffa adopted and filed the charge against Mr. Federico and referred the matter back to the IRB for a hearing. A hearing has been scheduled for April 14, 2010.

B. LOCAL 107 – PHILADELPHIA, PENNSYLVANIA

On February 25, 2010, the IRB issued an Investigative Report to General President Hoffa recommending that Local 107 be placed in trusteeship. The report concludes that the Local is not being operated for the interests of members. Despite prior warning to the Local's officers of the problem, the Local officers and their agents appear to have continued a practice of influencing work assignments in the movie and trade show industries to favor family and friends over other members. In May 2001 the Local created written work referral rules for the movie and trade show industries but these rules were not followed despite representations to the members, the National Labor Relations Board and the IRB that they governed assignments.

The pattern of nepotism and favoritism continued with relatives and friends of the Local's officers and the trade show steward and the Teamster movie captains continuing to work in the movie and trade show industries while there were unemployed Local 107 members with better qualifications and experience, who did not work.

While the IRB's investigation was ongoing, the Local allegedly surrendered to employers complete control over hiring members for jobs in the movie industry and allegedly surrendered control of work referrals in the trade show industry. As a practical matter, it appears this was a strategy to insulate nepotism and favoritism in work referrals from review, much as the unenforced written rules were.

Given Local 107's history, including its repeated failure to comply with its own work referral rules despite representing it would do so, and the evidence of a pervasive pattern of awarding work under the Local's de facto control to those with connections to Local insiders, the IRB recommended that the IBT place the Local into Trusteeship. On March 4, 2010, General Counsel Raymond advised the IRB that Local 107 consented to a partial trusteeship over the movie and trade show work and the IBT appointed an International Representative to be the Trustee.

C. VINCENT DISARIO – LOCAL 1901, LONG ISLAND CITY, NEW YORK

On February 23, 2010, the IRB issued an Investigative Report to General President Hoffa concerning Local 1901 member Vincent Disario. The report recommended that Mr. Disario be charged with, between approximately February 2009 and February 2010, bringing reproach upon the IBT by being a member of the Bonanno organized crime family. On March 1, 2010, Mr. Hoffa adopted and filed the charge against Mr. Disario and referred it back to the IRB for a hearing. A hearing has been scheduled for April 14, 2010.

D. ANTHONY TURZIO – LOCAL 1901, LONG ISLAND CITY, NEW YORK

On February 22, 2010, the IRB issued an Investigative Report to Members of Joint Council 16 concerning Local 1901 member Anthony Turzio. The report recommended that Mr. Turzio be charged with, while a member of Local 1901 and the IBT, refusing to answer questions during his in-person sworn examination. Joint Council 16 was given ninety days within which to file the charge, hold a hearing and forward a final written report to the IRB. On March 3, 2010, Joint Council 16 notified the IRB that it will file the charge against Mr. Turzio.

III. PROGRESS OF EXISTING CHARGES

A. RICHARD RADEK – BLET VICE PRESIDENT

We have previously informed you that BLET Vice President Richard Radek allegedly brought reproach upon the IBT, breached his fiduciary duty, and embezzled over $6,700 in union funds by causing the BLET to pay for meals which had no union purpose and receiving an allowance which covered the cost of his home office supplies while at the same time causing the BLET to directly pay for his home office supplies.

General President Hoffa filed the charges against Mr. Radek and a panel was appointed to hear the charges. Before a hearing could be held, Mr. Radek submitted to the IRB an agreement in which he permanently retired from the BLET, became ineligible to hold any appointed or elected office or employment with the BLET, the IBT or any affiliate of the BLET or the IBT, and made restitution for funds the IRB alleged he received. The IRB found the agreement served to resolve the matter and forwarded the agreement to Judge Preska for review.

B. EDWARD RODZWICZ – BLET HEADQUARTERS, CLEVELAND, OHIO

We have previously informed you that BLET President and IBT Rail Conference President Edward Rodzwicz allegedly failed to cooperate with the IRB by failing to appear for his scheduled IRB sworn examination on November 4, 2009. Mr. Hoffa filed the charge and a panel was appointed to hear the charge. A hearing scheduled for January 20, 2010, was rescheduled for April 1, 2010.

C. MICHAEL A. CONWAY - LOCAL 107, PHILADELPHIA, PENNSYLVANIA

We have previously informed you that Michael A. Conway allegedly brought reproach upon the IBT and violated his membership oath while a member of the IBT when he knowingly associated with Thomas Ryan who had been permanently barred from the IBT. Mr. Hoffa filed the charge against Mr. Conway and a hearing was held on the charge. On December 10, 2009, Mr. Hoffa suspended Mr. Conway from membership and prohibited him from participating in the affairs of Local 107, the IBT and affiliates for 10 years. On March 22, 2010, the IRB notified Mr. Hoffa that his decision was not inadequate.

D. PETER INNAURATO – LOCAL 107, PHILADELPHIA, PENNSYLVANIA

We have previously informed you that Peter Innaurato allegedly brought reproach upon the IBT and violated his membership oath while an IBT member by knowingly associating with a member of the Philadelphia La Cosa Nostra family. Mr. Hoffa filed the charges against Mr. Innaurato and he returned the charges to the IRB for a hearing. The IRB's hearing was postponed after Mr. Innaurato submitted to the IRB an agreement in which he permanently resigned from the IBT and Local 107 and agreed never to hold membership or any position in the IBT. The IRB found the agreement served to resolve the matter and forwarded the agreement to Judge Preska for review.

E. MICHAEL CARUCCI – LOCAL 282, LAKE SUCCESS, NEW YORK

We have previously informed you that Local 282 member Michael Carucci allegedly brought reproach upon the IBT by being an associate of the Bonanno organized crime family, knowingly associating with members of the Bonanno organized crime family, and collecting unlawful debts in connection with an illegal gambling operation the Bonanno organized crime family ran. Mr. Hoffa filed the charges against Mr. Carucci and referred the charges back to the IRB for a hearing. On February 1, 2010, Mr. Carucci signed an agreement in which he permanently resigned from the IBT, Local 282 and Local 917 and agreed never to hold membership in the IBT. The IRB found the agreement served to resolve the matter. On March 11, 2010, the IRB submitted the agreement to Judge Preska for review.

F. MONICA PEASLEE – LOCAL 533, RENO, NEVADA

We have previously informed you that Local 533 member Monica Peaslee allegedly violated her fiduciary duties to the Local and its members, embezzled and converted Local 533 funds to her own use, and brought reproach upon the IBT when between March and June 2008, while a member and employee of Local 533, she embezzled $13,156.23 from Local 533. Mr. Hoffa filed the charge and a panel was appointed to hear the charge. A hearing scheduled for February 2, 2010, was postponed and the IBT has the matter under review.

G. MARK W. TRACY – LOCAL 533, RENO, NEVADA

We have previously informed you that former Local 533 Secretary-Treasurer Mark W. Tracy allegedly violated his fiduciary duties to the Local and its members, embezzled and converted Local 533 funds to his own use, and brought reproach upon the IBT when between February 2006 and March 2009, while Secretary-Treasurer of Local 533, he embezzled approximately $130,459 from Local 533. Mr. Hoffa filed the charge, a panel was appointed to hear the charge, and a hearing was held on February 2, 2010.

On March 5, 2010, Mr. Hoffa issued his decision that Mr. Tracy was fined $113,670.58, permanently barred from holding any elected or appointed office or employment with Local 533, the IBT or any IBT affiliates, and would remain suspended from membership in Local 533 and the IBT for five years. On March 17, 2010, the IRB notified Mr. Hoffa that his decision was not inadequate.

H. ROBERT A. HOGAN - LOCAL 714, BERWYN, ILLINOIS

We have previously informed you that Robert A. Hogan, Joint Council 25 Vice President and Local 714 Secretary-Treasurer, allegedly failed to act appropriately after he created a situation likely to result in a violation of the Consent Order when he rehired Robert Riley to work at Local 714 and failed to take any action to prevent, and, after learning, to address Mr. Riley's ongoing contact with William T. Hogan, Jr., a prohibited person under the Consent Order.

In an agreement between Mr. Hogan and the IRB, Mr. Hogan permanently resigned all positions with Local 714 and Joint Council 25, and for a period of two years which began July 31, 2008, he would not hold any officer position with the IBT or any IBT affiliated entity. He further agreed not to be an officer or employee of Local 727 for five years. The IRB found the agreement served to resolve the matter and forwarded it to Judge Preska for review.

I. GERMAN VAZQUEZ - LOCAL 901, SAN JUAN, PUERTO RICO

We have previously informed you that German Vazquez allegedly brought reproach upon the IBT, breached his fiduciary duty and embezzled union funds while an IBT member and Secretary-Treasurer of Local 901 of approximately $55,532 from Local 901 as a result of four unauthorized pay raises.

Mr. Hoffa filed the charge against Mr. Vazquez and a panel was appointed to hear the proposed charge. On March 5, 2010, Mr. Hoffa issued his decision that Mr. Vazquez be fined $72,302.00; be removed from office; be prohibited from holding any office or employment with Local 901, the IBT or any IBT affiliates until the current term of office for Local 901 officers expires or until he has fully satisfied the fine; and be suspended from membership in Local 901 and the IBT for one year or until he has fully satisfied the fine, whichever occurs later. On March 22, 2010, the IRB notified Mr. Hoffa that his decision was not inadequate.

J. JOSEPH TORRE – LOCAL 1901, LONG ISLAND CITY, NEW YORK

We have previously informed you that Local 1901 member Joseph Torre, while a member of Local 1901 and the IBT, refused to answer questions during his in-person sworn examination. The local filed the charge against Mr. Torre and promised to take further action after a vote in April 2010 which bears on the matter.

IV. TOLL-FREE HOTLINE

Since our last report to you, the hotline has received approximately 90 calls reporting alleged improprieties. As in the past, all calls which appeared to fall within IRB jurisdiction were referred for investigation. Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

To assure that all calls are treated confidentially, the system recording hotline calls is located in a cipher-locked IRB room on a dedicated line and accessed by IRB staff only. It is not manned by an investigator; however, the recorded information if complete and within IRB jurisdiction is forwarded directly to the Investigations Office. Please continue to use the toll-free hotline to report improprieties which fall within IRB jurisdiction by calling 1-800-CALL-IRB (1-800-225-5472). If you are calling from within Washington, DC, dial 202-434-8085.

V. CONCLUSION

As always, our task is to ensure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities through these reports and also through use of the website at www.irbcases.org.

If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline noted above, use the IRB facsimile number 202-434-8084, or write to either the IRB Chief Investigator or the IRB office:

Charles M. Carberry, Chief Investigator
17 Battery Place, Suite 331
New York, NY 10004

Independent Review Board
444 North Capitol Street, N.W.
Suite 528
Washington, DC 20001

UNION ROOTS

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THE DRIVE-BY TRUCKERS

The Drive-By Truckers are a hardworking band who recently made one of their new songs available to Teamsters on the Teamster.org web site.

Their eighth studio album, "The Big To-Do," was released in March to critical acclaim and a number 22 spot on the Billboard 200 ranking. Many of the songs on this and their older albums deal with the same issues facing working families. The band is playing concerts across North America this summer, including 11 shows with Tom Petty and the Heartbreakers in July.

Patterson Hood and Mike Cooley, two of the band's founding members, recently spoke to Teamster magazine about their union roots and not forgetting where they came from.

A lot of your music deals with issues that working families are also dealing with. Why is that?

Patterson Hood: We're very much a working-class band. I was nearly 40 before I ever crossed over the poverty line. Worked multiple shitty jobs to support myself and played nights, weekends, whenever I could. I finally quit my job and hit the road full time but nearly starved and was once homeless for a few months. I got lucky and now make a decent living for doing what I love, but I still have to grapple with health insurance issues and a very erratic pay schedule. We mostly all have kids now so there's a lot more weight and responsibility along with what we do.

Mike Cooley: It's interesting stuff, especially in times like these. There's a lot on this record in particular. I came of age in the late 70s in that recession and there seems to be a lot of similarities. Our surroundings and the factors are a lot different, but I watched people go through a lot of the same things back then, from high gas prices to high unemployment. I watched my and other families go through it. I like to get to the human side of it. And there's nothing more human than trying to make a living.

Did you grow up in a union home (or ever belong to a union yourself), or was work an important part of your upbringing?

MC: My dad was a Teamster for a number of years. He drove dump trucks, hauling asphalt and gravel.

PH: My dad and I have both been members of the musicians union. My dad has been there for over 40 years. I was also partly raised by my great uncle who was a Teamster. He drove trucks for International Harvester from 1946 through 1976. I have very strong working-class roots, even though my dad is a lifelong musician. He was always more on the working man's end of all of that (being a session musician).

The Drive-By Truckers are a genuinely hardworking band, regularly releasing great albums coupled with an exhausting tour schedule. Does your work ethic keep you close to the type of people you write/sing about?

MC: I think so, but we didn't have instant success. We've had all kinds of day jobs. I've worked in restaurants and worked as a painter. We've all had real jobs that we had to pay bills on. When talking about my influences, I'm influenced by people like my grandfather and my dad, people I see every day, doing a job, contributing. It's not easy but it's necessary and it's admirable.

PH: Certainly in some ways. I guess us having the word Truckers in our name is sort of a nod to the fact that we have working-class roots but also traveling roots. We've essentially lived on the road since 1998.

Are there other "working class" bands that you think union members should check out?

PH: Lucero, The Dexateens, Hayes Carll, Bloodkin. Those are all amazing artists who write really great songs.

For more information on the band, visit www.drivebytruckers.com

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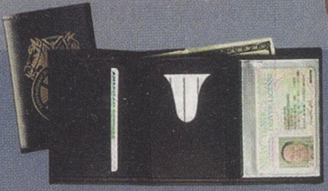

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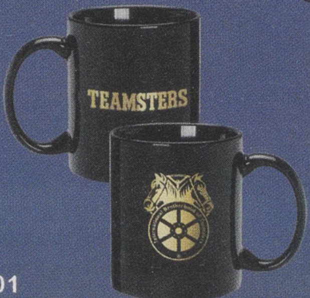

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ELECTION SUPERVISOR'S REPORT

THE 2010-2011 IBT INTERNATIONAL UNION DELEGATE AND OFFICER ELECTION IS UNDERWAY

The IBT elects its International Officers every five years and the process of the 2010-2011 election is underway. In March, proposed *Rules for the 2010-2011 IBT International Union Delegate and Officer Election* (the "2011 Rules") were announced, mailed to all IBT local unions and joint councils and posted for public access at the Election Supervisor's website, www.ibtvote.org. While the *2011 Rules* have not been adopted in final form as of this writing, the version of *2011 Rules* proposed for adoption are in effect as of May 1, 2010. That means that rules relating to campaigning, fundraising and filing election protests are in effect now.

What's Happening Now. The election has three major stages: *first,* the election of delegates, by local, to the International Convention; *second,* at the International Convention, the nomination of candidates for all the International Offices – General President, General Secretary-Treasurer, President of Teamsters Canada, International Vice-Presidents (Regional and At-Large) and International Trustees; and *third,* direct rank-and-file voting for candidates nominated to contested offices. Planning for delegate elections starts now.

- The few locals in which 10% or more of the membership is employed by a seasonal food industry employer must submit a plan for delegate nominations and elections by June 1, 2010, and will conduct their nominations and elections between July 1 and November 1 of this year.

- Plans for delegate nominations and elections that may be held in the fall (concurrently with local union officer elections), are due by June 30, 2010, and those nominations and elections will be conducted between September 1, 2010 and January 3, 2011.

- All other local union plans, for delegate nominations and elections starting in January 2011 are due by September 30, 2010.

Election plans will be filled out and submitted on-line. This new electronic submission will replace the paper election plan forms used in past elections and will be more efficient than the old method. The Office of the Election Supervisor will get information to each local about the planning process.

Contact the OES to get more information about any aspect of the election procedures.

Richard W. Mark
Office of the Election Supervisor
***for the* International Brotherhood of Teamsters**
1801 K Street, Suite 421-L
Washington, D.C. 20006
Phone: 1-202-429-8683
1-877-317-2011 (Toll Free)
Facsimile: 202-429-6809
Email: ElectionSupervisor@ibtvote.org

ATTENTION TEAMSTER RETIREES

337
TEAMSTERS JOINT COUNCIL 43 RETIREE'S CLUB
TEAMSTERS LOCAL 118

If you are a Teamster retiree and want to continue receiving the Teamster magazine after the May/June 2010 issue, contact your Local Union and let them know.

Due to the prohibitive cost of printing and mailing the magazine, coupled with the high number of retiree returns of the publication, the International will no longer automatically mail the magazine to Teamster retirees. **Retirees are, however, entitled to keep your free subscription and can do so by calling your Local Union.**

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INTERNATIONAL BROTHERHOOD OF TEAMSTERS JULY/AUGUST 2010

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TEAMSTERS ON THE MARCH

Members Mobilize At 2010 Unity Conference

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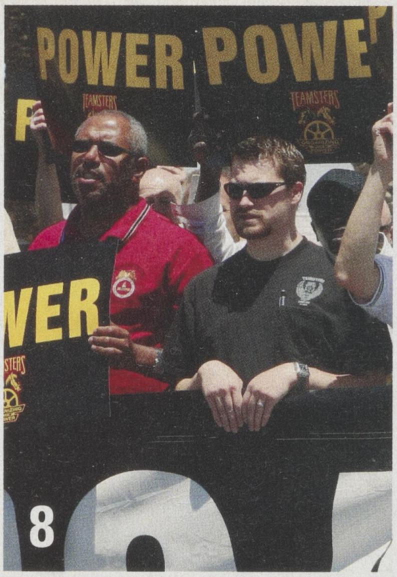
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MAYOR PLEASE END OUR NIGHTMARE
STOP EXPLOITATION AT THE AIRPORT
TAXI MEDALLI FOR CHARLO DRIVE
CITY COUNCIL PLEASE HELP HARD WORKING TAXI DRIVERS
STOP THE MODERN DAY SLAVERY IN THE TAXI INDUSTRY
WE DO NOT WANT TO GO TO WELFARE
STOP THE ABUSE O THE CHAR CITY DRIVE
ENFORCE

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International Brotherhood
of Teamsters
25 Louisiana Avenue, NW
Washington DC 20001-2198
202-624-6800

The Teamster (ISSN 1083-2394) is the official publica of the International Brotherhood of Teamst 25 Louisiana Avenue, NW, Washington DC 20001-219 is published six times a year in January/Febru March/April, May/June, July/August, September/Octo November/December. Periodical postage paid Washington, DC and at additional mailing offices.

JULY/AUGUST 2010 / VOLUME 107, NO. 4

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Postmaster: Send add changes to The Teamster, Affiliates Records Departm 25 Louisiana Avenue, NW, Washington, DC 20001-2 Subscription rates: $12 per year. Single copies (All orders payable in advance.) Members should s address changes to their local union.

Supporting Financial Reform

A MESSAGE FROM GENERAL PRESIDENT JAMES P. HOFFA

Most Americans were dismayed by the bailout for Wall Street, but nearly everyone understands that a healthy financial sector is necessary for economic growth.

Employers depend on credit and capital to create jobs. We get that. They need to borrow or raise money so they can invest in buildings and machinery, pay their workers, contribute to pension funds and lay the groundwork to expand and create more jobs.

But too often, financial services firms actually undermine our society's goal of broad-based economic prosperity.

Irresponsible Practices

In recent years, financial firms have become predators on the wealth created by previous generations of management, labor and capital. They started to make money through irresponsible speculation and lending practices rather than through prudent investment.

Financial institutions siphoned billions of dollars from working families through deceptive products and excessive fees. They plundered middle-class households, leaving them too indebted to stimulate a robust economic recovery. They took trillions from our national treasury through a variety of bailouts, and they found ways to drain healthy companies of cash, either by gaining control of them or by selling financial products that undermine their stability.

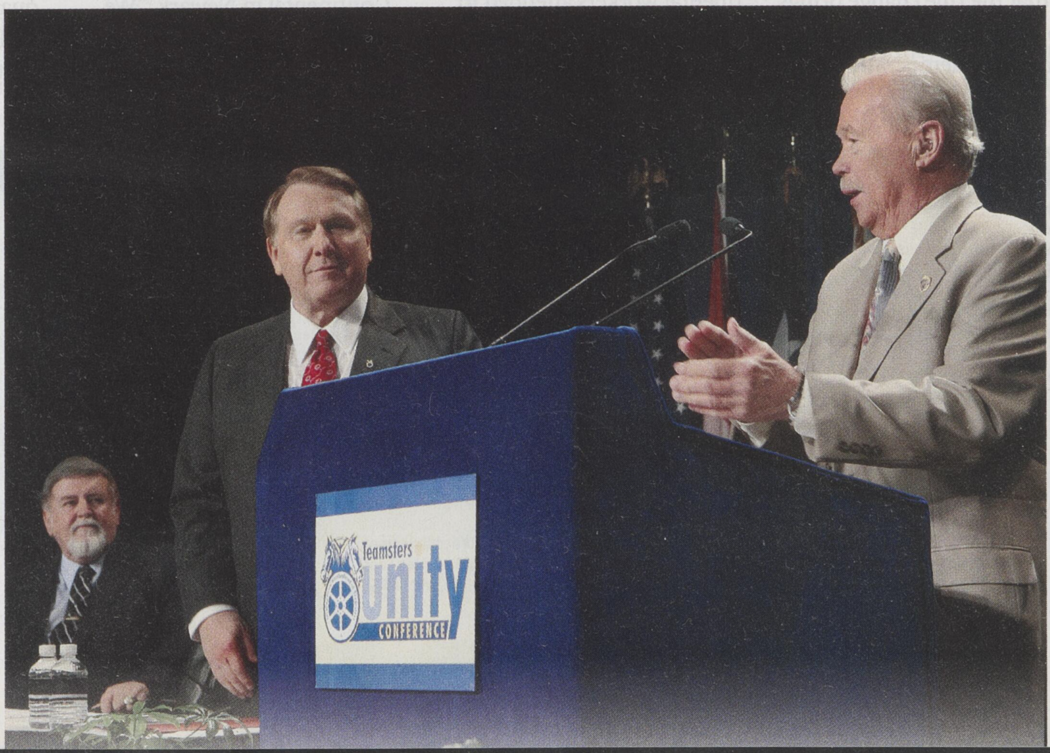
The financial institutions created to foster prosperity are now choking economic growth.

Fighting for What's Right

That's why we strongly supported financial reform. We fought for an agency to protect consumers from banks' unfair practices. And we repeatedly urged Congress to require stronger oversight of derivatives–complicated financial products that in one instance almost forced YRCW into bankruptcy. It shouldn't take the Teamsters' intervention to stop banks and private investors from trying to drive companies into the ground.

As this magazine goes to press, it looks as if we didn't get everything we wanted in the Financial Reform Bill, but we made a good start. And we'll continue fighting for what's right, and what's fair, and what will bring prosperity to every American who works for it.

James P. Hoffa



Majority Rules

Teamsters Push Union Organizing Rule Change

Thanks in part to the efforts of Teamsters, workers everywhere secured a landmark victory recently when the National Mediation Board (NMB) adopted a rule change to make rail and airline elections fairer.

The NMB changed the way rail and airline elections have been conducted for the past 75 years. The new rule bases Railway Labor Act (RLA) elections on a majority of those voting "yes" versus a majority of the overall unit voting. The old system meant that workers who didn't vote were counted as "no" votes, which is fundamentally undemocratic.

"Workers who want to form unions are looking for job security and peace of mind. By changing the rule, the NMB has leveled the playing field, giving workers a fairer chance to form unions," said Jim Hoffa, General President. Hoffa said that the rule change brings union elections up to modern standards of democratic election law. The new rule was scheduled to take effect July 1, 2010.

Teamsters were instrumental in getting the rule changed. Last year, International Vice President John Murphy and three Continental Airlines workers, who at the time were forming their union with the Teamsters, testified at the NMB hearing.

"The reality of the Board's current rule is that it imposes an undue burden on employees in exercising their right to [form a union]," Murphy testified. "This reality of nonparticipation means that employees must attain a super-majority of voters."

Continental workers from Newark, Houston and Cleveland testified. Three other Continental workers attended to bolster the Teamsters' presence. Jim Dolezal, a worker from Cleveland, presented the board with 2,200 signatures of his co-workers across the country who signed petitions seeking the rule change.

In the wake of the victory, the Continental workers who testified expressed their joy.

"The Teamsters gave us an opportunity to change the course of history when they asked us to give oral testimony before the NMB," said Russell Rego, a worker at Continental in Newark. "We told it like it was. We did not mince words! This ruling is one huge battle victory."

"It was exhilarating to hear the board's decision," said Reggie Robinson, a worker from Houston. "Now workers have a real chance and a fair chance to form a union."

In addition to the testimony, three Continental workers also met with Hoffa and members of the NMB in the fall of 2009 to discuss the need to change the election rules. The meeting took place at Teamster Headquarters in Washington, D.C.

For more information, visit www.teamster.org.

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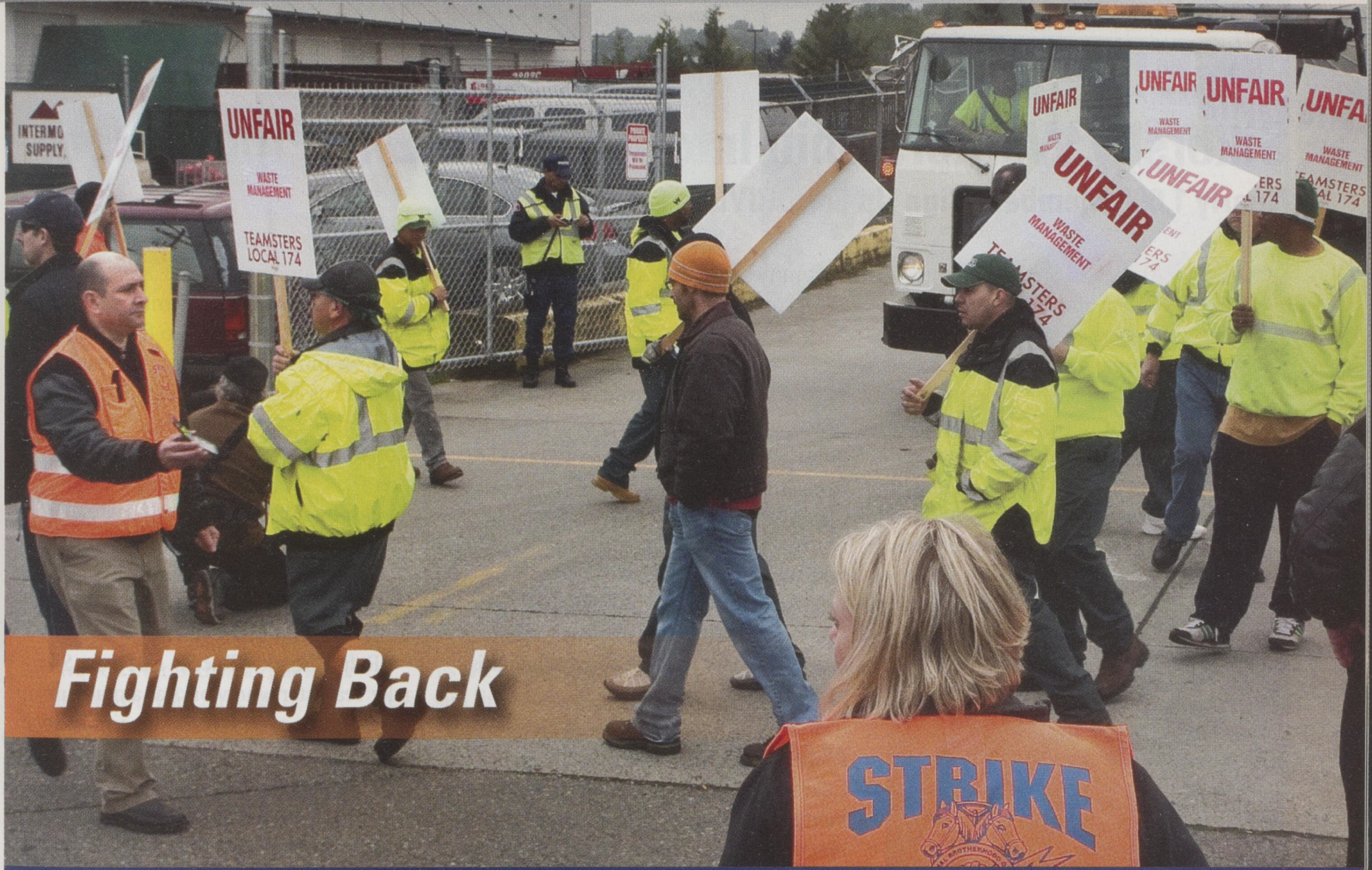


Fighting Back

Local 174 Waste Workers Defeat Waste Management's Takeaways

After waging a two-day strike against Waste Management Inc. (WMI) this past spring, Local 174 members in Seattle ratified a new contract and defeated the company's attempts at taking away their hard-fought benefits.

"The company wanted to cut our members' retirement security, health insurance and other area standards," said Rick Hicks, Secretary-Treasurer of Local 174. "I'm proud of our members who stayed united and determined to win this fight. This was an important victory. These workers perform a very dangerous job and they deserve to be paid fairly and receive good benefits."

Local 174's effort can serve as a model for other local unions who may face similar battles. The drivers provide trash, recycle and yard waste services for King and Snohomish counties in the Seattle region.

"We demonstrated to Waste Management and other waste companies that the Teamsters are prepared to fight and not let the company use the excuse of this recession to take away our members' benefits," Hicks said.

Overwhelming Support

Following the strike and after a tentative agreement was reached, the new five-year contract was ratified by 96 percent of the vote. The contract calls for annual increases in total compensation, which covers health benefits, wages and retirement.

"Health and welfare benefits was one of our key issues," said residential driver Brett Lohrman, a 12-year WMI employee. "We have a tough job, with workers getting hurt and sick all the time. We just wanted to know that we'd be taken care of when that happens. We knew this was not just our fight. We were taking a stand for Teamster brothers and sisters everywhere. The company seriously underestimated our solidarity. They thought we were weak and we proved them wrong."

Hicks said the WMI workers regularly report company retaliation for workplace injuries and intimidation for reporting safety hazards. They say they are discouraged from filing state workers' compensation claims and forced to work mandatory overtime.

Local 117, Joint Council 28 and the International Union also worked to build the campaign, which included reaching out to community allies and elected officials. Members of Local 117 stood in solidarity with the striking members of Local 174. Prior to the WMI strike, Local 117 settled a related dispute with Republic, another waste company.

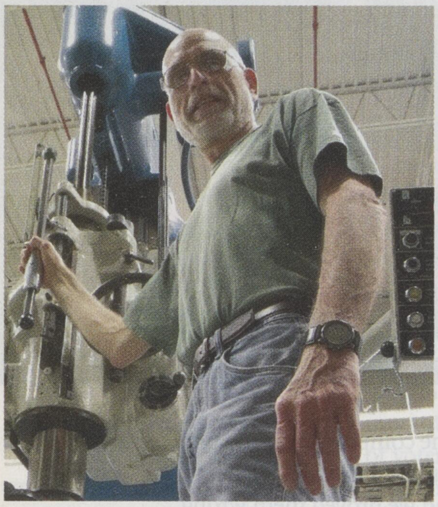
"The solidarity among our local and Local 117 is an example of what can happen when locals work together," Hicks said.

Sikorsky Workers Shift Into Over-DRIVE To Protect Jobs

Nearly 1,000 Members Sign Up For DRIVE In Four Days

Sikorsky Aircraft in Stratford, Conn. had a problem and that meant the 3,500 members of Local 1150 that work for the company also had a problem.

The company had recently learned the federal government was considering purchasing Russian-made helicopters for $80 million for use in the war efforts in Iraq and Afghanistan. This purchase would set a precedent that could threaten future opportunities for Sikorsky to secure government contracts, and in turn, also threaten the livelihood of its union workers.



Concerned over this recent development, Sikorsky President Jeff Pino approached the Teamsters to help lobby politicians in Washington and prevent this plan from going forward.

"We don't make a habit of spending Teamster money to rescue employers," said Local 1150 Secretary-Treasurer Rocco Calo. "What we do better than anyone, however, is step up to the plate to protect our jobs. That's how we approached this situation."

Mobilizing the Members

Calo knew that when mobilized, Teamster members were a force to be reckoned with. He contacted the International Union and called in DRIVE representatives Dennis Caza and Tim Dunn and International representative Mike Clark to help raise awareness among his members of this threat to their jobs. DRIVE is the Teamsters' national political action committee.

Over four days, Clark, Caza and Dunn met with Local 1150's members and delivered a simple message—to fight for your jobs, we must elect representatives that will support us and then hold their feet to the fire to make sure they make the right decisions for the working families that put them in office. They received an overwhelming response—nearly 1,000 workers signed up as new DRIVE members.

"With this kind of response, you should be very, very proud to be members of this local," Dunn told members.

Ralph "Rocky" Raccio, a 31-year Sikorsky Teamster who works as a machine operator at the overhaul and repair facility in Shelton, Conn., knew that this was a fight that his brothers and sisters at Sikorsky could not watch from the sidelines.

"We need to keep the good jobs in our country," Raccio said. "We have the technology and the skilled workers, but everyone, including our own government, wants to do it cheaper and that puts our jobs at risk. I want to preserve these jobs for the kids growing up now."

Giving Made Simpler

Teamsters Disaster Relief Fund Now Has Online Donation Option

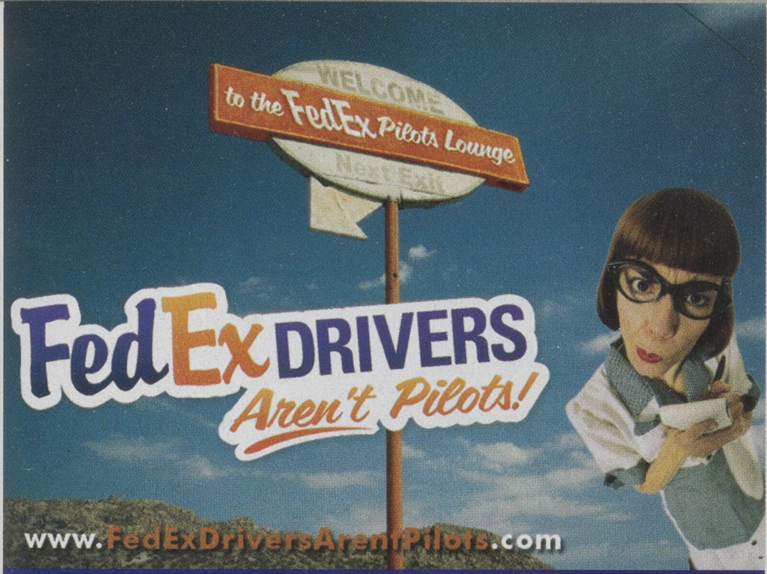
It's well known that Teamster members have big hearts. But in the hustle and bustle of everyday life, giving can sometimes be a challenge. There may not be enough hours in the day or, between work, laundry, kids and grocery shopping, one might just simply forget.

That's why the Teamsters Human Rights Commission has made donating to the Teamsters Disaster Relief Fund easier.

Now, instead of writing out checks and addressing envelopes, members who want to donate to the Disaster Relief Fund can just click a button. A new website, teamstersdisasterrelieffund.org, allows members to donate online.

"Giving to others and to the community is a large part of the Teamster culture and tradition. This new website makes giving easier for our working families," said HRC Director Antonio Christian. "By giving to the Teamsters Disaster Relief Fund, our members know that their money is going to help other Teamsters who are in need."

Established in 1991, the Teamsters Disaster Relief Fund was developed to assist Teamster members who have suffered losses from natural disasters after the media has long forgotten. Through this program, Teamsters are able to provide needed relief and outreach to members and their communities when it is needed most.



Teamsters Launch Campaign On FedEx Abuses

Have you ever had an airplane taxi down your street to deliver a package? Of course not. The package arrives at your home or office on a truck.

But FedEx officials say their company is an airline, and all its FedEx Express employees must remain under the jurisdiction of the Railway Labor Act, a law that governs railway and airline employees. All other package and freight-delivery companies in the United States have their workers covered under either the RLA, if they work on airplanes, or the National Labor Relations Act, if they don't.

The Teamsters know this "we are an airline" talk is just a ploy FedEx uses to make it harder for its workers to unionize. In April, the Teamsters launched www.fedexdriversarentpilots.com to show just how ludicrous FedEx's claim is. More than 90,000 FedEx Express employees who never even touch an airplane are treated as airline workers.

Through this website, advertising and videos, the Teamsters are urging Congress to pass legislation closing the loophole that gives FedEx this special status allowing them to treat their truck drivers as pilots.

"This is a simple issue of fairness," said Jim Hoffa, General President. "No company should be able to hide behind a special deal bought by political influence. It's time to level the playing field and close the FedEx loophole."

"FedEx's unwillingness to do business on a level playing field shows that the company only thinks of the bottom line, and not its workers," said Ken Hall, International Vice President and Package Division Director. "FedEx's attempt to preserve its special political favor by arguing the company is an airline is absolutely ridiculous."

There is a measure in Congress that could level the playing field. The Express Carrier Employee Protection Act would establish one set of rules for all package delivery companies. The provision is in the House-passed version of the Federal Aviation Administration (FAA) Reauthorization Bill, which also includes important safety measures for the traveling public and the industry. The bill would also create more than 125,000 new jobs each year.

Check out some funny videos on www.fedexdriversarentpilots.com

Good, Green Jobs

Teamsters Work With Other Groups Toward Common Goal

2010 National Conference

The Teamsters Union teamed up with other labor organizations, environmental agencies and concerned citizens from across the country in early May for a single cause: good, green jobs.

The union helped sponsor the fourth annual Good Jobs, Green Jobs Conference, which is designed to raise awareness about and fight for good-paying green jobs across the global supply chain.

"We need to create good jobs at home now more than ever," said Jim Hoffa, General President Jim Hoffa. "Green jobs will help strengthen our country and our middle class. America's workers deserve jobs that are safe and clean—for themselves, their families, their communities and the environment."

Whether it is reducing carbon emissions and retrofitting trucks, supporting the expansion of light rail, reducing energy usage and adding solar panels to warehouses, or eliminating exposure to dangerous chemicals, the Teamsters are fighting for the day when blue-collar jobs are green.

Teamsters had a prominent role in several workshops and panels, with topics focusing on sustainable food chains, recycling and climate change. Fred Potter, International Vice President and Director of the Teamsters Port Division, addressed how clean and safe trucks improve America's ports.

"Families near ports are choking on fumes, suffering from cancer and heart disease. Good jobs are something America's workers should be entitled to," Potter said. "The Teamsters Port Division supports making the production and distribution of goods, products, and services more sustainable."

First Observers

FIRST OBSERVER
A TRANSPORTATION SECURITY PROGRAM

Teamsters Train Members In TSA Program

Teamster members from 12 states took part in a training to become instructors in a security program sponsored by the Transportation Security Administration. Teamster leaders from locals 516 and 886 in Oklahoma to members from as far away as Florida, Illinois and California participated in the day-long meeting and exercises on April 18 in Oklahoma City.

The First Observer program was established to increase the number of eyes and ears in the national transportation system to protect our nation's critical infrastructure from potential terrorist attacks. The Teamsters Union is part of a consortium of partners that have taken on the challenge to train 1 million people by September 11, 2011.

Oklahoma City was chosen as a central location for the training in order to coincide with the 15th anniversary of the bombing of the Alfred Murrah federal building.

"We were pleased to host this training event surrounding our sacred remembrance of those who lost their lives in the Murrah building bombing 15 years ago," said Randall Loewenkamp, President of Local 886 in Oklahoma City. "All of the residents here were profoundly affected by the bombing and we appreciate the opportunity to be part of a program which is geared toward preventing a similar tragedy."

"I thought the training was very informative," said Bill Johnson, a driver with YRC in Memphis. "The training gave me a perspective on what to look out for. The representatives from the Boston police and the former CIA agent added a lot to the program, too, since they have been involved in high-profile cases."

The program was taught by Teamsters National Training and included nationally recognized counterterrorism experts. Supported by a grant from the Department of Homeland Security, this training was an effort to increase the number of instructors to meet the training commitment and there are plans to conduct similar trainings at the Joint Council level across the country.

"I had never participated in something like this before and it has made me more vigilant and aware," said Jean Moore, Recording Secretary for Local 516 in Muskogee, Okla. "All of what we learned really applies to what people are doing on the road. We plan to present this information to our members during membership and steward meetings."

After the training, the participants toured the Oklahoma City Memorial Museum to reinforce the importance of training more people in the program. The group of trainees, local Teamsters and their families placed a memorial banner as a tribute to honor those who lost their lives and sacrificed in the recovery efforts as a result of the bombing. At the end of the day a separate training was held for members of the Oklahoma City community.

"Many of our members who participated in this training had never been to Oklahoma City," said Mark Johnson, Teamsters National Training Director. "Participating in the training and having it reinforced by visiting the site where in an instant 168 people were killed by an act of domestic terrorism was sobering and brought home the seriousness of the First Observer program."

For more information, contact firstobserver@teamster.org.

Storm Lake POLICE

Language of the LAW

Storm Lake is a town of about 10,000 in Iowa, midway between Des Moines and Sioux Falls, S.D. It's a diverse place, with residents from far reaches of the world, including Latin America, Laos and Vietnam. Many of these workers, who work in the town's meat processing and packaging plants, face language barriers that are being broken down through the Storm Lake Police Department's acclaimed diversity program. It's Teamster detectives and officers who are on the front lines, making sure crime is combated and residents are protected, no matter what language they speak.

"In such a small department, it's great that diversity is recognized and this speaks to the agency's and the city's priorities," said Detective John Koontz, a shop steward and five-year member of Local 554 in Omaha.

Koontz's department has gained national recognition for its diversity program. The U.S. Department of Justice's Office of Community Oriented Policing Services (COPS) partnered with the Vera Institute of Justice to conduct a national assessment of best practices in police work. The report highlighted only six police agencies in the nation, five of which were in major metropolitan areas. Storm Lake was the only rural area to achieve such a commendation.

Police Work

Koontz is one of two Teamster detectives with the Storm Lake Police Department. The department employs about 15 Teamster police officers, as well as two civilian community service officers, who are fluent in Spanish and Lao.

"We go through diversity training on a regular basis, and if we have an influx of refugees or workers from a certain area, we will bring in outside experts who are familiar with that culture," Koontz said.

Koontz and his co-workers have attended trainings to learn about many ethnic peoples, including the Hmong culture. The Hmong are an Asian ethnic group from Vietnam, Laos, Myanmar and Thailand.

"We are very proud of our members who have participated in trainings that will further complement their ability to serve the citizens of Storm Lake," said Jim Sheard, Secretary-Treasurer of Local 554.

Correction:

In the last issue of Teamster magazine, the quote in the Diamond Walnut story should have read:

"The first contract is the foundation. The second contract is the structure that together we will build upon for a powerful future," said Lucio Reyes, Secretary-Treasurer of Local 601 in Stockton. "This is proof that good-faith bargaining does work."

For more information, visit www.teamster.org/diamondwalnut

Take Advantage Of Health Care Reforms

Parents Able To Keep Adult Children On Their Policy Until Age 26

Many Teamsters will soon be able to take advantage of the historic health care reform legislation that President Obama signed into law on March 23. For most insurance plans, parents will be able to keep their children up to age 26 on their policy beginning sometime this year.

"This is good news for many Teamster families who worry about health insurance for the young adults in the family," said Jim Hoffa, Teamsters General President. "Health care reform is good for our country in the long run, because it will help control costs and strengthen our economy. But it is also bringing immediate benefits to working families.

Starting no later than January 1, 2011 for most plans:

- Parents will be able to keep adult children on their policy to age 26. Many employers are making this change before January 1, 2011. The federal government recently issued regulations on the requirements for employers and insurers to provide coverage to young adults up to age 26.
- Insurance companies will no longer be able to deny coverage to children with pre-existing conditions.
- Insurance companies will not be able to cancel a person's coverage if they get sick.

A $250 rebate will be given to Medicare beneficiaries who hit the gap under their Medicare Part D prescription drug coverage in 2010.

The U.S. Department of Health and Human Services is working furiously to implement these changes. Many, many details need to be ironed out.

For more information, visit teamstersforhealthcarereformnow.org.

POWER
TEAMSTERS
ORGANIZING FOR POWER
ORGA

UNITY Conference Showcases TEAMSTER Strength, Pride

Melissa Smith proudly held up a sign with the word "Power" emblazoned on it. She was among hundreds who rallied in support of Clark County School District workers who want to be Teamsters.

"We need a strong union," said Smith, a warehouse worker with the school district for 13 years. "We need to be Teamsters!"

Smith was joined by many of her co-workers and a large delegation of Teamsters who came from the Unity Conference to show their support. The union's annual conference has always been a healthy mix of rallies and activism, speeches, powerful videos and emotional stories of struggle, hard work and victory.

There was plenty of Teamster-style talk during the two-day Unity Conference and plenty of Teamster business to talk about. More than 1,600 Teamsters came to Las Vegas to review the past year and prepare for the next.

"We listen, we learn, we have great speakers, but most important, we're together," Teamsters General President Jim Hoffa told the crowd.

TEAMSTERS ON THE MARCH

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"In tough times, workers need a tough union. Now more than ever it is important that workers have a strong partner in the workplace," said Tom Keegel, Teamsters General Secretary-Treasurer. "That's why we are here today—to show the support and strength that a unified Teamsters Union will bring to the table for these Clark County workers."

It was a year in which Teamsters families coped with the effects of the great recession that has ravaged America. Nonetheless, the union scored a number of successes, including organizing victories, jobs saved, contracts signed and an important change in a rule governing organizing vote counts.

"We're on a roll, and we're getting it done right now," Hoffa said.

Breaking News: A Teamster Victory

Hoffa began the second day of the conference with a momentous announcement that drew one of the most sustained standing ovations of the event. The National Mediation Board announced that it had changed the regulation on voting so that majority rule will now prevail in airline and railroad organizing elections. The new rule will make it fairer, and therefore easier, to organize railroad and airline workers.

"That's a victory!" Hoffa told the cheering audience.

Despite the difficulties organizing under the old rule, Teamsters managed to score the labor movement's most successful organizing campaign in five years. Eight thousand Continental Airlines fleet service workers voted in February to become Teamsters. The victory was all the more impressive as the workers had failed to organize with other unions several times before.

Teamsters: One Little Word That Made A Big Difference

Fleet service worker Scott Phillipsen of Houston was featured in a stirring video about the Continental campaign. Phillipsen was a leader in the historic effort.

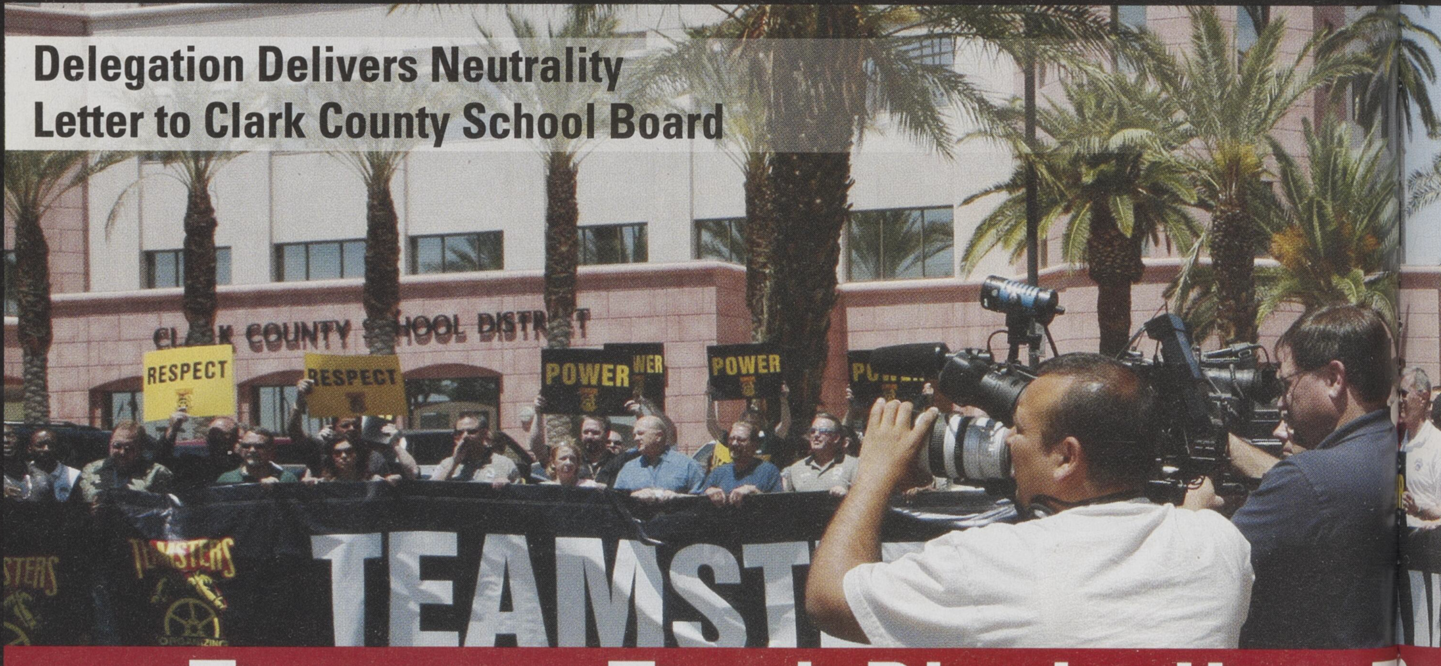
"Ten years we've been trying to get a union," he told his fellow workers. "We've had five attempts, we haven't made it.

"You know what the difference is this time? I'll say it in one word: Teamsters!"

On Feb. 12, Continental workers voted overwhelmingly to join the union.

Almost immediately, Continental retaliated against the

Delegation Delivers Neutrality Letter to Clark County School Board



Teamsters Teach District How

Labor and community members turned out in force at the Clark County School District building on May 10 to support the 11,000 Clark County School District workers who are seeking a strong voice in the workplace to address workplace concerns. The workers are facing budget cuts and potential layoffs in the coming year.

In 2006, the workers overwhelmingly voted to join Local 14 in Las Vegas, but they were denied certification by the Employee Management Relations Board (EMRB). The EMRB ruled that the unit would need the majority of all eligible workers to vote for the Teamsters rather than the more common simple majority of voters to win representation.

In December 2009, the Nevada Supreme Court ruled the 2006 election results inconclusive and ordered the EMRB to

Teamsters by shutting down seven stations and putting 150 people out of work.

Tom Adams, a Continental fleet service worker from Kansas City, came to Las Vegas to tell his brothers and sisters what happened next.

Adams was one of the 150 whose job was cut after fleet service workers voted to become Teamsters.

Continental offered him and the other soon-to-be-unemployed employees their same jobs at the same airports. The offer was offensive. He'd have to take a big pay cut with few benefits working for a nonunion staffing company.

Adams said he was told the Teamsters would take care of him, even though he worked part time.

The Teamsters told Continental management that the proposal was unacceptable. In the end, the airline decided to keep the stations open. Adams and others kept their jobs, their pay and their benefits.

"The Teamsters had my back," Adams said.

He wasn't the only one. Bob King, the United Auto Workers' next leader, told the Unity audience how the Teamsters and the UAW looked out for each other.

Looking Out For Each Other

When the UAW went on strike, King said, Jim Hoffa was the first union leader to pledge his union's support. The Teamsters recently joined UAW in protesting Toyota's shutdown of its NUMMI auto plant in Fresno, Calif.

The UAW reciprocated by helping the Teamsters put pressure on the auto companies to keep their carhauling contracts with union employers.

"The UAW has the back of the Teamsters, the way you have the back of the UAW," King said.

Since September, the UAW has helped the Teamsters wage a bold campaign against auto companies that, in the words of one Teamster, "Took jobs away from trained, experienced carhaul drivers and gave them to anyone who had a truck they can haul a car on."

A series of rallies and protests were staged throughout the country, including embassies in Washington, hundreds of auto dealerships and auto shows in Detroit, New York and Washington.

As a result, 3,000 Teamsters carhaul jobs have been saved, as Ford and GM retained Allied Systems Holding, Inc.

The UAW isn't the only union the Teamsters are looking out for.

POWER
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Support School Workers

conduct a runoff election.

"The Teamsters are not going to give up until these workers get the representation they deserve," said Randy Cammack, International Vice President, to the hundreds of supporters that attended the rally. "We will continue to fight for them."

Following the rally, a Teamster delegation delivered a letter to the Clark County School Board President Terri Janison and Superintendent Walt Ruffles, calling on the school board, as well as administrators and supervisors within the school district, to remain neutral and allow the support staff to decide which union will represent them.

"We were here to deliver a message to the Board of Trustees of the Clark County School District to respect their employees' right to make their own choice," Cammack said.

NFL Players Association chief DeMaurice Smith told the Teamsters assembled at Unity that he wouldn't be there without us.

Years ago, he explained, the NFL owners kicked the players out of their building and froze their line of credit. "One union helped," he said. "The Teamsters."

Smith said the union is expecting a lockout in the 2011 season because of disputes over health insurance and 401(k) retirement plans.

"We're going to stand with you in any fight you have," Hoffa told Smith.

Though speaker after speaker acknowledged the difficult economic times that have continued for working people, the Teamsters had reason to celebrate.

The Lifeblood Of The Union

Teamsters organized 80,000 people in three years, including 35,000 school bus workers and 26,000 public service workers. Teamster training sessions, known as boot camps, played a major role in those successes. The organizing department held 26 boot camps in the past year, resulting in 1,600 member organizers. The Teamsters will have organizers at every Joint Council and every local union, Hoffa said.

"What's the lifeblood of our union? It's organizing," Hoffa said. "Our goal has been to build a mighty army, and we have done that."

Hoffa pledged to organize 100,000 FedEx workers. To reach that goal, the law must be changed so FedEx is governed by the National Labor Relations Act, the same law that covers its competitor, UPS. FedEx is currently governed by the Railway Labor Act, making it extremely difficult to organize.

"We're trying to change the law right now," Hoffa said. "It's a tough battle in Washington."

Bob Bouvier, President of Teamsters Canada, is determined to organize FedEx in Canada. Bouvier told the audience about the national campaign launched in September. Since then, FedEx has spent millions of dollars to defeat the Teamsters, he said.

"We will never quit," vowed Bouvier. "We're together and we're accustomed to tough times."

"Employers know that when they've got the Teamsters after them, they're in for a rough ride," he said. "I look forward to welcoming new FedEx Teamsters."

Ain't No Stopping Us Now

Organizing 35,000 bus workers wasn't easy. Teamsters fought many, many bruising battles to raise living and working standards for the people who make sure children get to and from school safely. One of the toughest fights involved 1,700 Baumann Bus Company workers on Long Island.

Pamela Mason was one of a half-dozen women who work for Baumann. In the fall of 2008, Mason and the women started talking about joining Local 1205 in Farmingdale, N.Y. They wanted respect, affordable health care and fair wages.

Local 1205 President Tim Lynch recounted the company's illegal threats, bully tactics, massive lies, the money spent on out-of-state union busters. "It was a dirty campaign," Lynch said.

Mason, a leader in the campaign, refused to be intimidated.

"We need the Teamsters badly, so badly, so we can have some R-E-S-P-E-C-T," she told her fellow workers during the organizing battle. "Decent wages, affordable health care—these are long, long, long, long overdue."

Her confidence was infectious. "When I see all of us here uniting, I see us all today, I am confident, I know deep down in my heart we will have our Teamsters Union," she said. "We have a slogan for us. It is, 'Ain't no stopping us now.'"

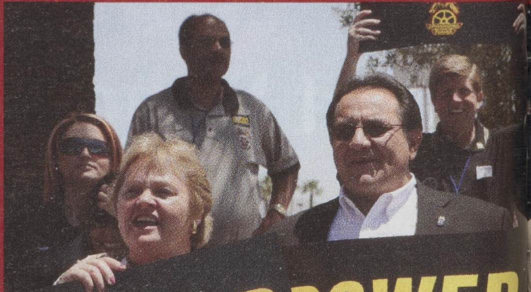
She was right. In November, the workers voted overwhelmingly to become members of Local 1205.

Appearing on stage at Unity, Mason expressed confidence that the Teamsters would negotiate a contract with Baumann next month.

Teamsters have also organized thousands of bus workers at Durham School Services and First Student. In fact, Teamsters have negotiated 240 contracts with wage increases for First Student bus workers.

But that's only the beginning. International Vice President Rick Middleton announced at Unity that negotiations will soon begin with First Student, the Teamsters' largest school bus em-

TEAMSTERS
LOCAL 31
TEAMSTERS



ployer, for a national contract.

Once that happens, Middleton said, "We're going to organize on a massive scale."

"We are on the march!" Hoffa said.

We'll Get It Back

No one could ignore the impact of the great recession.

Robert Kuttner, economist and editor of the American Prospect magazine, presented some grim facts about the state of the economy.

Six million people are more than 60 days behind in their mortgages, and three out of four houses are in foreclosure in Nevada, he said.

Kuttner urged the Teamsters at Unity to push President Obama hard to create jobs. "People respect you when you hang tough," he said.

He pointed out the administration could help unions without congressional action. For example, he sad, the federal government could decide to contract only with companies that respect workers' right to organize.

"You could not get a war contract in World War II if you were a union buster," Kuttner said. "It is a disgrace that FedEx has one single federal contract."

General Secretary-Treasurer Tom Keegel also acknowledged that times have been tough, but he pledged better days ahead.

Echoing a theme repeated often during the two days of speeches, Keegel said that it was unregulated greed on Wall Street that brought this country to its knees. He urged the government to help working families as it had helped Wall Street. Specifically, he called for relief for pension plans that suffered from the market meltdown in 2008.

"The market crash did horrible damage to defined benefit plans and threatens millions of workers relying on getting a pension when they retire," Keegel said.

"The government passes out billions of dollar to the very same thieves who got us in this mess," Keegel said. "That needs to stop."

"They bailed out Wall Street, now it's time to bail out the pension plans for the workers in this country that put them guys in office," he said.

Pension plan reform is the most important legislation before the Teamsters, he said. "We need to make them understand how important this is to us."

Keegel had some good old-fashioned Teamster-style straight talk for politicians who wouldn't help unions: "They can all kiss my ass, that's for sure."

One Pro-Union Politician

California's attorney general, Jerry Brown, is one politician with a long history of supporting labor and opposing bad trade deals and deregulation. As attorney general, he prosecuted companies who cheated workers of their wages.

He's running for governor of California—again, after he ran for and won that job in 1975. He ran for president of the United States in 1976, and Jim Hoffa served as a delegate for Brown to the Democratic National Convention.

"We gotta take care of our own country," Brown said at the Unity Conference. He blamed ideologues who deregulated the financial services industry for the country's economic troubles. Brown pointed out that the wealth lost from the housing and stock market meltdown averaged $85,000 for every man, woman and child in America.

"There's a lot of scapegoating going on," he said. "The stakes are getting higher because the screw-up is getting greater."

"We've got to pull our country together and forge a common purpose," he said. "It's the middle class that makes this country work."

Jim Hoffa said he couldn't agree more. "We're the ones who built this country," he said.

He earned perhaps the biggest applause line of the Unity conference when he expressed the indignation that so many in the hall felt over the taxpayer bailout of the banks.

"They said the banks were too big to fail," Hoffa said. "I say the American worker is too big to fail. What about a bailout for us?"

TEAMSTERS
International Brotherhood of Teamsters
LOCAL 14

The New GEN

In 1964, well before today's generation of young Teamsters were even born, Bob Dylan sang, "The Times They Are A-Changin'." The song warns, "You better start swimmin' or you'll sink like a stone. For the times they are a-changin'."

It was at the 2008 Teamsters Women's Conference, appropriately themed, "Teamster Women Making Waves," that Teamster youth came together and began to shape their vision for the future.

They formed Teamsters for Tomorrow (TFT), a group of Teamsters age 35 and under, who are looking to build upon the union's proud past for generations to come through education, communication, membership and organizing.

"We need to understand that these Teamster youth are not so much our future, but our present. Through mentoring and preparing them for their roles, we can continue the success of our great union," said Antonio Christian, Director of the Human Rights Commission, of which TFT is a part.

The formation of such a group is reflective of a larger, growing movement of activist youth. The new generation of Teamsters has a reverence for the past and an enthusiasm for facing the challenges of the future. And through their actions, they intend to make Teamster history.

Millenial Movement

While young Teamsters throughout North America have fought for worker justice for decades, this is the first time that an organization specifically for Teamster youth has taken on such widespread form.

"Teamsters for Tomorrow works well as a grassroots movement because young people can immediately see what their involvement means, and that is changing lives," said Maria Williams, who heads up Local 117's own TFT in Tukwila, Wash.

The group is involved with a variety of initiatives to support Teamster members and their communities at large. A leadership summit held at Local 117 in November drew nearly 100 Teamsters age 35 and under from grocery, warehouse, public sector municipalities and dozens of other industries.

"It was great to see young people that are so motivated and engaged in conversations. You could see the light bulb click on," said Kris Fish, a TFT participant and member of Local 117 who works at Kraft Foods. "That's why I became a shop steward, so the younger guys on my shift could have a voice."

A recent bowl-a-thon event organized by the group attracted more than 200 Teamsters of all ages and raised more than $2,000 for the Jeff Alfieri Scholarship Fund to benefit high school seniors and college students whose parents are Teamster members.

"The group has really designed what their future is going to look like by being involved and sharing in the daily struggles of working-class families, like with our toy drive and with painting a house for a deserving family," Williams said. "Young people are mobilizing all over and young Teamsters have the potential to be at the front lines."

ERATION

Teamster Youth Lead The Way

In New York, Renee Taylor is a member of Local 237 and a TFT member. Taylor takes part in community service projects and brings her fellow Teamsters along to work with children and senior citizens, among other activities.

"I believe it's important to empower our fellow Teamsters to volunteer in the community and to learn more about labor and human rights," Taylor said.

Renee Hinson, a member of Local 728 who works in the movie industry in Atlanta, heads up the southern region for TFT.

"We held a toy drive during the holidays for the children of Teamsters who had faced layoffs. There were grown men crying, thanking us for helping their children so they wouldn't go without," Hinson said. "We will definitely be doing this again next year."

Hinson, a young mother of four, skillfully manages a balancing act between family, work and involvement in her union. She is also a third-generation union member and the first Teamster woman in her family.

Continuing The Tradition

While many young Teamsters like Hinson come from union families, Ben Speight, an intelligent and articulate 28-year-old from Georgia, did not. But like many of his contemporaries, Speight developed a passion for worker justice while receiving his education at Valdosta State University. As a cafeteria worker, he started an organizing drive to achieve better working conditions, and was subsequently terminated for his activities. Undeterred, Speight carried on for four years with a living wage campaign before he was hired at UPS as a part-time sorter and became a Teamster shop steward. He is now an organizer with Local 728 helping workers at global companies join the Teamsters.

"We follow in a long, proud tradition of Teamster leaders that started out as organizers in their teens and 20s. To learn from those that came before helps us sharpen our skills and go through our struggles," Speight said. "A lot of young workers and organizers look at our efforts as a sprint, but this is a marathon for justice for working people. That's the reason the Teamsters Union has been around for 107 years, because you constantly pass it on to the ones coming up behind you."

Michael Gonzales, Political Action Director, business agent and organizer with Local 174 in Tukwila, puts it this way: "You're never too young to participate."

Type, Text And Tweet

Participation, however, may not equal physical presence. In an online world, the new generation of Teamsters is turning the old methods of communication, which are critical of any movement, on its head.

The TFT group currently has 231 "friends" on Facebook, not to mention a flurry of Twitter tweets and visitors to their website. The new language of technology is propelling the movement forward, at the same time as it presents new, never-before-seen challenges.

"I've had to tell some stewards you can't text message your

Teamsters for Tomorrow
Local 111 · Washington

grievance in, you have to write it out," Gonzales, who is 33, laughs. "The way we communicate with our members is the biggest change we're going to see in the next 10 years."

The March Is On

This technological revolution has created a gap between the generations, but it has also created new methods of mobilizing in areas that young Teamsters most want to get involved—in their communities, politics and grassroots activism.

"Come senators, congressmen. Please heed the call. Don't stand in the doorway. Don't block up the hall … There's a battle outside and it's ragin'," Dylan sang.

Whether it's marching for worker justice on the West Coast or on Capitol Hill, young Teamsters realize that the excitement and eagerness communicated online must be harnessed and translated to action in order to elicit real changefor the future.

Part of this future includes a younger generation of Teamsters in leadership positions. In addition to having a diverse membership, Joint Council 25 also boasts a diverse staff. Local 727's six business agents are all under the age of 38 and all have college or advanced degrees.

"We're proud to have talented business agents who are continuing the good work of our union," said John T. Coli, International Vice President, President of Joint Council 25 and Secretary-Treasurer of Local 727 in Chicago.

One of those business agents, Cristian Leiva, holds a law degree and came to work for the local in October.

"I'm definitely relating to younger members and our diverse membership. I speak Spanish, so that helps," 31-year-old Leiva said. "Everything changes, and we're combining the old with the new."

Brian Buhle, the recently appointed member of the General Executive Board (GEB) and Secretary-Treasurer of Local 135 in Indianapolis is, at 44, the youngest member on the GEB.

"It's certainly an honor being the youngest member," Buhle said. "Having grown up as an organizer, I believe organizing is very important. It's like a pendulum that swings back and forth, but the current economic backdrop makes it challenging."

Times are tough, especially for young people looking to make their start in the working world. According to a recent Pew Research Center study, nearly 40 percent of 18-to 29-year-olds are unemployed or out of the work force, the highest level among this group in more than three decades. Ten percent of 18-to-34-year-olds said they had to move back in with their families because of the recession.

"I'm a college grad, but even as a college grad, at the time, the prospects of moving into a white- collar managerial position weren't great and now it's even more severe," Speight said. "More workers are looking into blue-collar jobs with stable employment and a rising income where you actually have a voice and respect in the workplace. That's important for young people today more than ever."

Young Teamsters believe the key to bringing their peers into the middle class is through educating them about the Teamsters and the labor movement. They have their work cut out, recognizing that young Americans today are likely more familiar with Lady Gaga than they are with Mother Jones.

James Wells, a Continental fleet service worker with Local 25 in Boston, advises young people to learn the history and the benefits of the union.

"It's important to be educated, not apathetic. I look at it as having a say in your livelihood," said Wells, who helped organize his co-workers. "Everyone's looking for their piece of the pie, and if you don't fight for it, you're just waiting for the scraps to be given to you."

"I would like us to be able to go into school systems on career day and have a booth showing our history, where we've been, where we are now and the possibilities a young person can have moving forward," said Hinson, who has authored a children's book about the Teamsters.

Teamster youth believe their peers, once educated on the union, will be able to relate it easily to their own lives.

"Once students learn about how they can unite for change, I think they will become empowered," Speight said. "I think young workers more often than not want to challenge the way things have been done in their workplaces, rather than concede to the status quo."

Challenging the status quo is a part of being young. But what happens when Teamsters pass the magical marker that is 35 years of age?

"We joke about that age cap in our TFT group," Williams said. "Once you make contact, you care about it for life."

MEMBER SPOTLIGHT

"Now is not the time to be afraid," said Reggie Robinson. The bold 32-year-old who works on the ramp at Continental Airlines in Houston was unafraid for 13 years as he worked to organize his co-workers at the airline. In February, Robinson and nearly 8,000 of his co-workers joined the Teamsters.

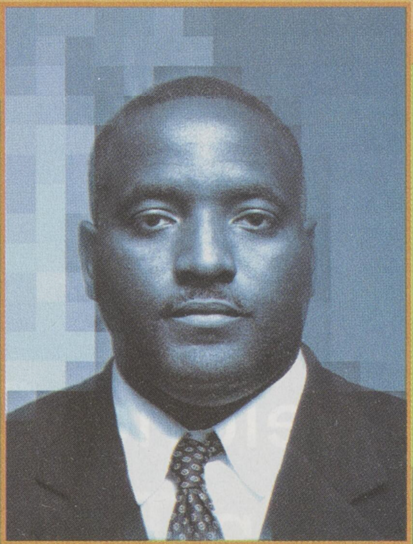
"I wanted to get involved because I felt like if you don't, you're accepting what happens to everybody. When I started doing this, I was young, didn't have a family and had the energy and strength. I knew the importance of securing a future," said Robinson, now a member of Houston's Local 19.

Recently, Continental Airlines began talk of closing seven stations around the country, which would have resulted in layoffs, but reversed this decision after meeting with Teamster representatives.

"I believe we would never have gotten these stations back if not for the Teamsters working in there to protect these jobs," Robinson said.

Five months after Robinson and his fellow fleet service workers testified before the National Mediation Board in Washington, D.C., the board adopted an historic rule change, making it easier and fairer for airline workers to form their union.

"Nobody can divide or stop us, if we all come together—the young, middle aged, elderly, as one viable force. We are an unbeatable team," Robinson said.



Cleveland Corrections Officers Lock In Teamsters Representation

Victory Is One Of Six For Joint Council 41 In April

When corrections officers for the city of Cleveland reached out to Local 507 for representation, Secretary-Treasurer Al Mixon was astonished at how the officers had been treated not just by management, but by their former union.

"It was one of the worst things I've ever seen," said Mixon, also an International Vice President. "Their working conditions are terrible. There are grievances filed that have never been processed. There are many issues with the contract that have not been resolved."

The officers were seeking new representation and Local 507, in conjunction with Joint Council 41's efforts led by organizer Rick Kepler, worked tirelessly on the campaign. In April, the officers voted overwhelmingly to become Teamsters. There are 175 officers in the bargaining unit.

"We're thrilled to be able to show them what a strong union can accomplish for them," Mixon said. "And we're proud to have them as Teamsters." The officers are thrilled to be Teamsters.

"We wanted a strong labor union to represent us and the Teamsters are the right union for us," said Jesse Crumbley, a 21-year veteran who works as one of the medical transport officers. "We want a union that will make sure our contract is enforced."

Mixon credited the help of three law enforcement Teamsters; Charles Marshall of Local 355 in Baltimore, Ron Hackett of Local 17 in Denver and John Shariff of Local 637 in Zanesville, Ohio. The officers spent several days meeting with the Cleveland corrections officers, answering questions about being a Teamster.

"These officers can relate to one another and it was great to have their input as both members of law enforcement and Teamsters," Mixon said.

TEAMSTERS
LOCAL 507

Unresolved Issues

Crumbley said one of the pressing issues is the desire of Cuyahoga County officials to take control of Cleveland's jails.

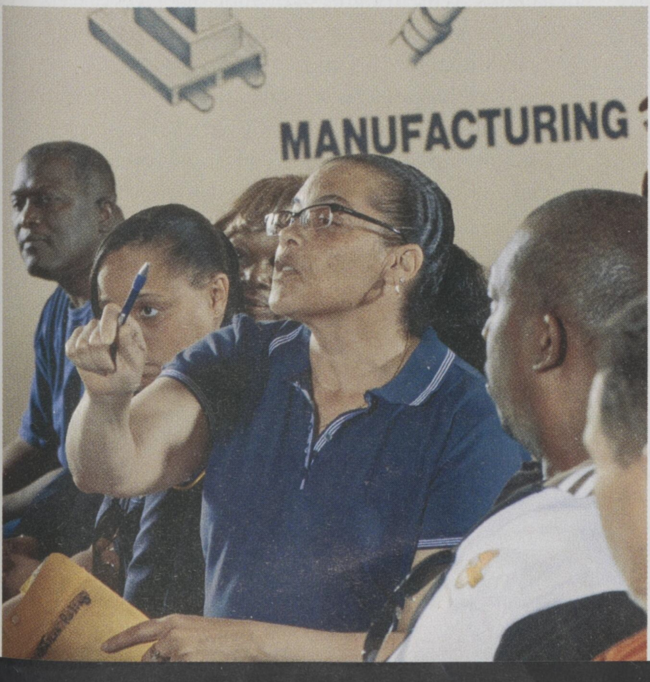
"We've heard all sorts of rumors, like possible layoffs, and that we may have to reapply for our jobs," Crumbley said. "But now that we're Teamsters, the county knows it will be dealing with a much stronger union than the one we had before."

Crumbley and other officers have laundry lists of working conditions that need to be improved, but high on everyone's list is safety. City officials have pared down the number of corrections officers over the years because of budget cuts and now the ratio of officers to inmates can be daunting, especially at the holding cell.

"There are usually about 120 inmates in the holding cell on a given day," said Paul Marich, a 16-year veteran. "There is a severe overpopulation of prisoners. The ratio of prisoners to guards is often 15-to-1, or 30-to-1, depending on the day."

Marich said when officers would complain to their former union about the working conditions, they got no help.

"Our complaints went nowhere," Marich said. "It was as if we had no representation at all."



Feeling Unrepresented

Corrections Officer Kim Colon also said she felt at times she had no one sticking up for her.

"Our former union did not have our best interests at heart," said Colon, a 23-year veteran. "I filed several grievances on different matters and the person I talked to at the union tried to get me to combine them. Then he just stopped answering my calls and never contacted me again. That's when I filed charges against the union."

Colon's reasons for joining the Teamsters are simple: better representation.

"We had a contract under our previous union, but it was not honored," Colon said. "The city was allowed to make up its own rules regarding us. We need somebody to stand behind us who is going to challenge them on that.

"We are not asking for the world, we just want our contract honored," Colon said.

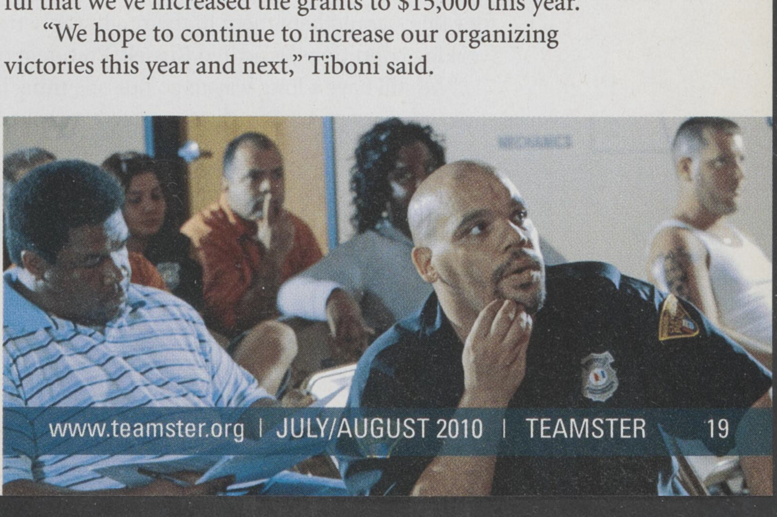
Big Victory For Joint Council 41

The successful organizing campaign with the corrections officers was one of six victories for Joint Council 41 in April. Five of the victories were in the public services field.

Joint Council 41 President Gary Tiboni credits the success to a program the council started three years ago, where it offered grants of $10,000 per year to its 26 locals to be used for organizing.

"This money helps the locals defray costs for meeting spaces, fliers, T-shirts, anything that is needed for an organizing campaign," Tiboni said. "Most locals don't have this kind of money, and this program has proved so successful that we've increased the grants to $15,000 this year.

"We hope to continue to increase our organizing victories this year and next," Tiboni said.



Driving For Fare-Ness

Taxi Drivers In Charlotte Join Local 71

MAYOR PLEASE END OUR NIGHTMARE
STOP EXPLOITATION AT THE AIRPORT
TAXI MEDALLI FOR CHARLO DRIVE
CITY COUNCIL PLEASE HELP HARD WORKING TAXI DRIVERS
STOP THE MODERN DAY SLAVERY IN THE TAXI INDUSTRY
WE DO NOT WANT TO GO TO WELFARE
STOP THE ABUSE O THE CHAR CITY DRIV
ENFORCE

About 140 taxi drivers in Charlotte, N.C. have joined Local 71 in their fight to make a decent living for themselves and for their families.

"Everyone around the country understands who the Teamsters are, and being Teamsters is already making a big difference as we work to improve our lives," said William Dobbins, who has driven a taxi in Charlotte for more than two years.

For example, Dobbins said, about 100 of the new members protested in mid-June in front of the Government Center to call for consistent enforcement of city regulations that will help the drivers.

"The rally got a lot of attention and helped our cause," Dobbins said.

"The taxi drivers came to us looking for someone they knew could help them in their fight for better working conditions," said Ted Russell, President of Local 71. "We still have a long way to go but one thing is for sure, we're not going anywhere, we are here to stay for these drivers."

Inconsistent Rules

Right now city rules and regulations are not enforced consistently, which makes it very expensive for drivers to make ends meet, said Randy Conrad, Local 71 organizer.

Local 71 currently represents about 140 drivers who work at companies that serve the airport and Charlotte. Drivers who work at the same companies that service other areas are seeking representation. There are about 350 drivers who service other areas who could end up joining the union.

"The drivers at the rally were protesting working conditions and were seeking independence from cab companies," Conrad said. "By being independent drivers, it will make it much less costly for the drivers, putting more money in their pockets to support themselves and their families."

Dobbins said the drivers want to own their own taxi medallions, which are used to license taxis. Owning their own medallions will protect the drivers' interests and give them financial security. Right now, companies require drivers to operate the company-owned cars and then the companies require the drivers to pay $250 a week, or more, to drive the company cars. Over time, medallions go up in value, so owning one gives drivers an investment that has value, similar to a 401(k) retirement account, Dobbins said.

Amanuel Hagos, who is originally from the African nation of Eritrea, said he currently pays $225 a week to simply have the company's logo on his own vehicle. "All the expenses are mine and I pay the company $225 a week," he said. "We are barely making a living," he said. "The owners are getting richer and richer and we are getting poorer and poorer."

Hagos likened being a Teamster to having an umbrella to protect you from rain and the hot sun.

"In order for our voices to be heard, we need to be organized," he said. "The Teamsters are standing up for us so that we are protected."

LOCAL 776

Durham School Services

School bus drivers with Durham School Services in Spring Grove, Pa. have voted to join Local 776 in Harrisburg. The drivers united to protect their rights on the job and improve their working conditions. There are 95 workers in the bargaining unit.

"We united so we can have some oversight to be paid properly and have a say," said Kathy Sterner, a driver.

"This was a great victory. The workers were prepared and ready to unite, and there was a good partnership between the International Union, local union and Joint Council," said Robert Snyder Jr., President of Local 776.

LOCAL 348

Copley Fairlawn School District

Recently, 154 school workers at the Copley Fairlawn School District became Teamsters.

Joint Council 41 President Gary Tiboni said that one of the reasons they became Teamsters was that his local, Local 436, had previously organized another group of school workers in the Brooklyn school district.

When Local 348 in Akron, Ohio began its organizing campaign at Copley, Brooklyn school district workers from Local 436 talked to them and were the turning point in the campaign.

The group includes bus drivers, secretaries, teachers' aides, custodians, maintenance and cafeteria workers.

LOCAL 553

Rose Fence

Employees at one of Long Island's largest residential fence companies, Rose Fence, have voted to join Local 553 in New York.

"Some Rose Fence employees contacted our local union about a month ago," said Demos Demopoulos, President of Local 553. "They had seen our name on the Internet when they did a Google search for unions in the area. We had just organized the horse carriage drivers in New York which has gotten us a lot of publicity, too."

The 70 Rose Fence employees work as drivers, installers and helpers. They had never been represented by a union before, but recently the company cut their health care. The workers wanted the protection of a union and someone to fight to get their health care benefits back.

The new Local 553 members will be part of the Building Material and Construction Trade Division.

LOCAL 492

Pat Salmon and Sons

Sixty drivers at a freight company in Albuquerque, N.M. have voted to join Local 492.

The drivers at Pat Salmon and Sons Inc., which transports mail for the U.S. Postal Service, voted 37-18 to join Local 492. The drivers transport mail coast-to-coast. The company currently operates more than 100 postal contracts with operations in 26 states.

"The workers want affordable health care benefits," said Moises Ortega, President and Business Agent for Local 492. "They now have a 401(k) plan, but they also want to negotiate a pension plan. They also want improved working conditions."

Local 492 recently had a first round of negotiations with the company and exchanged non-economic contract proposals.

LOCAL 261

INMETCO

Workers at a plant in Pennsylvania who recycle nickel-cadmium batteries have voted by a nearly 2-1 margin to join the Teamsters. The 68 workers at INMETCO joined New Castle, Pa.-based Local 261.

"The current owner, Horsehead Holding Corporation, bought the plant and made significant changes to the workers' health and welfare benefits which resulted in higher costs for the workers," said Doug Robbins, Local 261 President. "The company also eliminated the pension plan. After these significant cuts, the workers were afraid of additional cuts. They came to us seeking strong union representation."

The plant in Ellwood City is the only one of its kind in North America that recycles nickel-cadmium batteries. The batteries are used in cell phones.

LOCAL 17

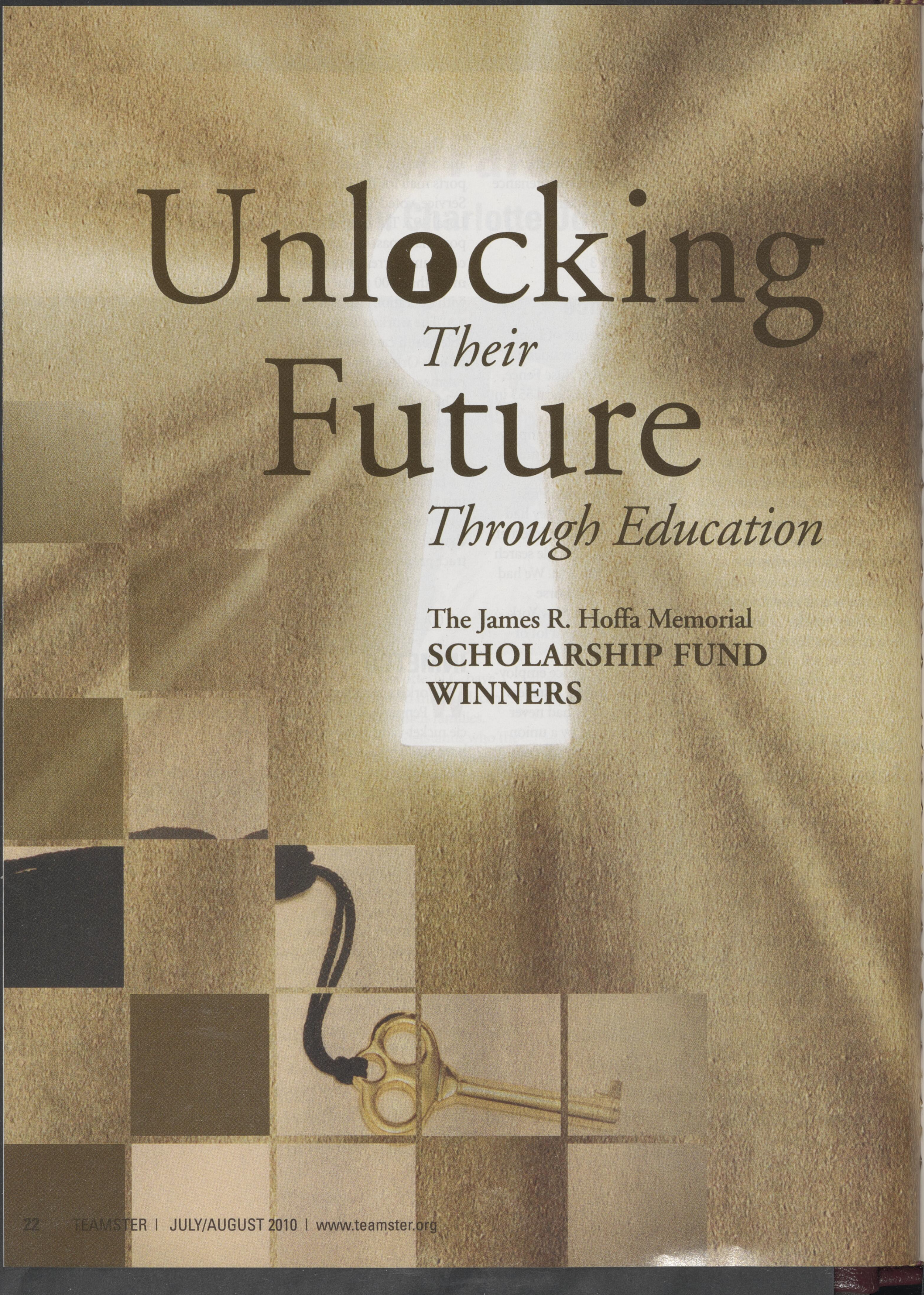
SMG

Workers at SMG in Denver secured a strong voice in the workplace recently when they became the newest members of Local 17. The trade show employees voted unanimously, 20-0, to join the union.

"This victory was about workers' rights and freedoms," said Ed Bagwell, Recording Secretary and Business Agent for Local 17 in Denver. "It shows the power of the Teamsters to organize in these tough times."

The workers were motivated to join a union, but had trouble finding the right fit.

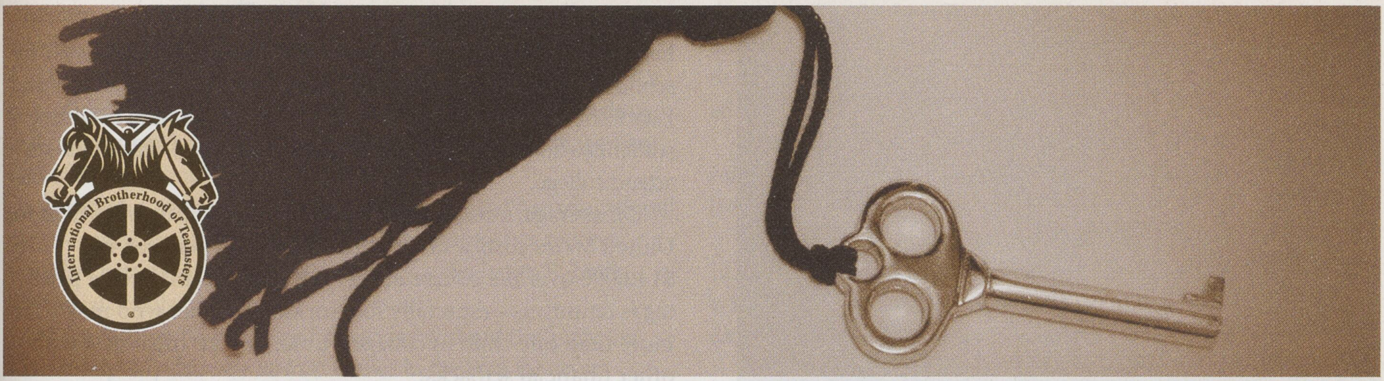
"We've been trying to get a union into our shop for awhile," said Elmo Simmons a two-year employee at SMG. "We approached a few other unions and they blew us off. That all changed when we met with Local 17. Everything that Ed Bagwell promised he and the union would do, they did. We're ecstatic to be Teamsters and are looking forward to a long, productive partnership."



Unlocking *Their* Future

Through Education

The James R. Hoffa Memorial SCHOLARSHIP FUND WINNERS



Sminu Bose, the daughter of two Teamsters from New York, has always been driven, passionate and caring. She knew from an early age that she wanted to go into medicine; what she didn't know was how difficult the journey getting there would be.

Bose contracted meningitis her senior year of high school. The experience, which proved to be life changing, caused Bose to focus her attention and reexamine her dreams. She found that medicine truly was her calling.

"Being able to see the entire experience from a patient perspective, I was able to pick out what was wrong with the health care system and what was right with it," Bose said. "I realized the only way to make a big difference in the system is from an administrative standpoint. That way, you can influence many doctors instead of just one."

And so Bose chose to pursue a degree in molecular and cellular biology with a minor in entrepreneurship and management at John Hopkins University. She hopes to enter medical school after graduating.

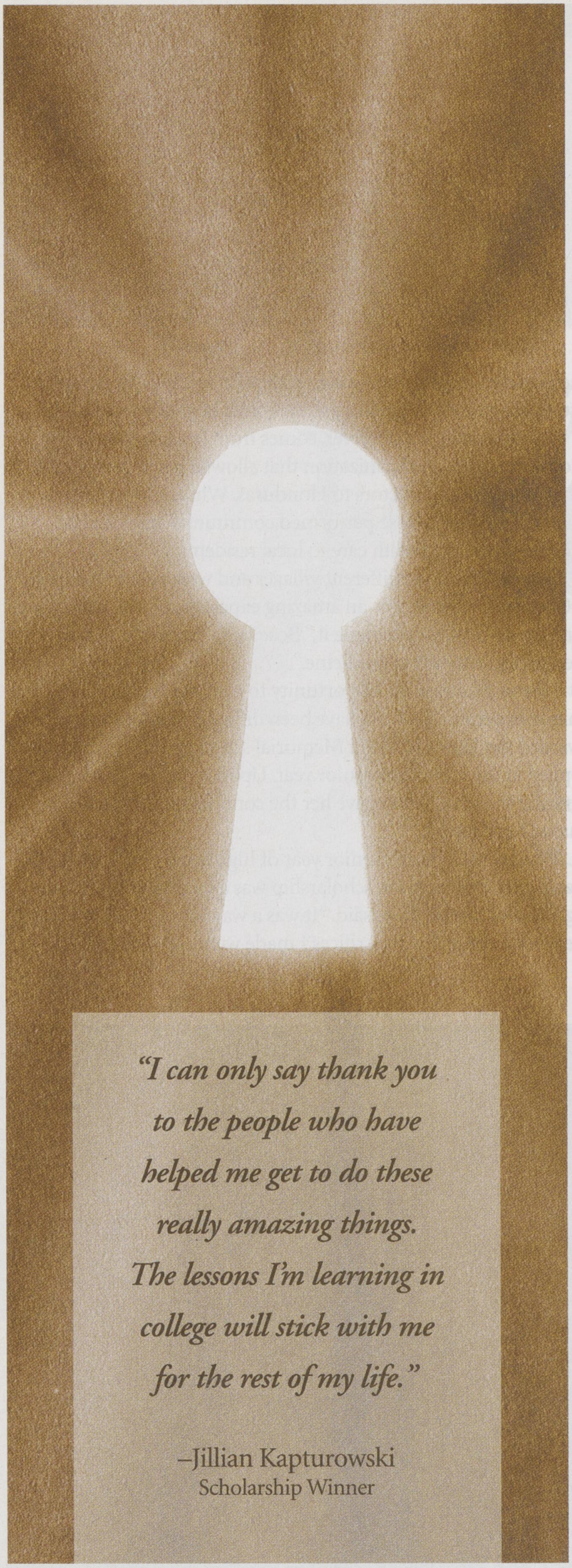
Currently, she is enjoying summer vacation after completing a very successful freshman year. While at the university, Bose joined and was elected performance director of an a cappella group; she also holds a research position at the Johns Hopkins research lab.

Her pride and joy, however, comes from being a member of Global Brigades, an organization that allowed her to travel with other students and doctors to Honduras. While in the Central American country, Bose performed community service and helped administer health care to local residents.

"We went to three different villages and were able to treat over 800 patients. It really was an amazing experience—something you can't image until you've done it," Bose said. "I came back with an even greater interest in medicine."

Bose said having the opportunity to participate in such unique experiences would have been difficult without being awarded the James R. Hoffa Memorial scholarship, for which she applied at the end of her senior year. Upon reflection, Bose said winning the scholarship gave her the confidence she needed to pursue her dreams.

"I had a really tough senior year of high school because of the meningitis. Winning the scholarship was a great way to end my high school career," Bose said. "It was a way for me to know that the work I did and the sacrifices I made were appreciated."



> *"I can only say thank you to the people who have helped me get to do these really amazing things. The lessons I'm learning in college will stick with me for the rest of my life."*
>
> –Jillian Kapturowski
> Scholarship Winner

Legacy Of Learning

Each year, the Teamsters Union awards students like Bose with scholarships from the James R. Hoffa Memorial Scholarship Fund. Established in 1999, the fund ensures that the best and brightest students who are the children or grandchildren of Teamsters can attend college.

On average, attending a four-year college or university in the United States costs a single student $35,000 per year, or $140,000 over the course of the degree program. Such a price tag is daunting—especially for working families who may have more than one child in college a time, or who must deal with other financial setbacks.

"My father believed in the importance of education. This scholarship fund honors the man he was and the values he stood for while ensuring his legacy is passed on to future generations," said Jim Hoffa, Teamsters General President. "As Teamsters, we want to make sure that when opportunity knocks, these students are able to answer the door."

Applicants are chosen based upon their academic achievement, SAT/ACT scores, character, potential and financial need.

The Difference Between Dreaming And Doing

For Jillian Kapturowski, a science pre-professional major at the University of Notre Dame, the James R. Hoffa Scholarship meant the difference between dreaming a dream and actually living one.

"Notre Dame has been the biggest dream come true. I always wanted to attend this school and the scholarship made it a reality," Kapturowski said. "Without the James R. Hoffa Scholarship, I would have chosen a different school. But with this scholarship, Notre Dame definitely became a doable option."

Kapturowski, who is originally from New York, hopes to one day be a pediatrician.

"I love working with kids and from a very young age, I absolutely loved science. That passion has really grown over the past few years," Kapturowski said. "Each science class I get into, I'm just fascinated by all of the things I learn."

Aside from studying biology and science, Kapturowski is also a member of the women's choir, which provides music and song for vigil masses held on campus every Saturday. In the fall, Kapturowski will spend time away from Notre Dame, studying abroad in England.

Kapturowksi is convinced that without help from the James R. Hoffa scholarship, she would not have the same experiences or opportunities she is benefiting from today.

"Studying abroad is something that I wouldn't have been able to experience were it not for this scholarship," Kapturowski said. "I can only say thank you to the people who have helped me get to do these really amazing things. The lessons I'm learning in college will stick with me for the rest of my life."

And Kapturowski isn't the only James R. Hoffa scholarship recipient to have a successful collegiate career. Katherine Castree, currently a community health major at the University of Illinois, has big plans for her future.

After graduating, she will attend a master's program at the University of St. Louis, where she has a graduate research assistantship.

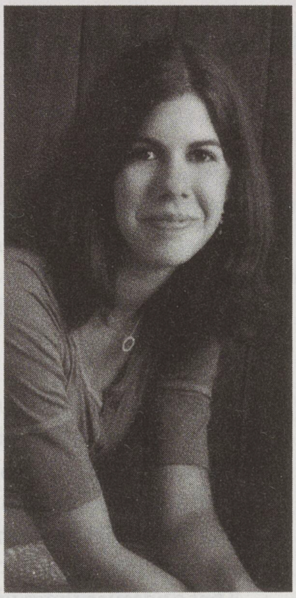
Obtaining a master's will propel Castree to the career of her dreams: hospital management.

"I wanted to do something in health care—I always knew that. But I didn't want to be a doctor or a nurse. I really enjoy leading and organizing things, so I thought working on the management side of things would be best," Castree said.

Although Castree has worked hard throughout her educational career—she currently has a 3.9 GPA—she knows her success wouldn't have been possible were it not for the James R. Hoffa Memorial Scholarship.

"I don't think I'd be where I am today without the Teamster scholarship. My dad was laid off earlier in the year for seven months. That was really stressful," Castree said. "I also have a brother who was in college the same time as me, so the scholarship was really a huge help."

Peace Of Mind

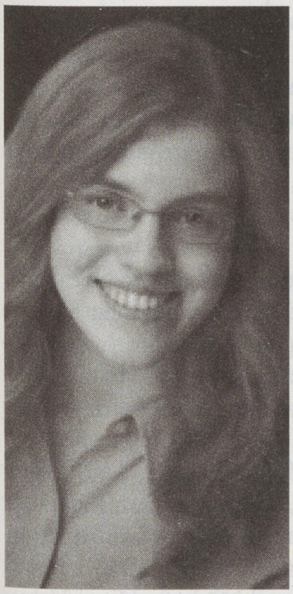


Megan Doberstein, who received the scholarship in 2008, agrees. She is currently attending Waldorf College where she is pursuing a degree in elementary education.

Doberstein learned of the scholarship through her father, who is a member of Local 320 in Minneapolis. The scholarship, Doberstein said, helped open doors that otherwise may have remained locked.

Most importantly, Doberstein said the scholarship has given her peace of mind.

"I don't have to worry as much now about trying to save up and fend for college," Doberstein said. "I'm less stressed and I feel with this scholarship, I can spend more time actually being a student."



Lindsey Maxon, a student at the University of Texas at Austin, offered very similar sentiments. For Maxon, the James R. Hoffa Scholarship allows her to focus on what she loves best—writing.

"I'm a fiction writer. So far I've mainly written short stories, but I've written some essays and some poetry. My goal is to some day write novels, though I hope to branch out into other areas." She said.

Maxon received the James R. Hoffa Memorial Scholarship in 2009 and hopes to make a career out of writing. She is pursuing a degree in Plan Honors II, a course that allows her to study and explore a variety of subjects within the realm of liberal arts. he hopes to use the degree as a foundation for post-secondary education.

"I'm a writer and a very curious person. I wanted the opportunity to study a variety of different topics at the undergraduate level, so Plan II honors really appealed to me," Maxon said.

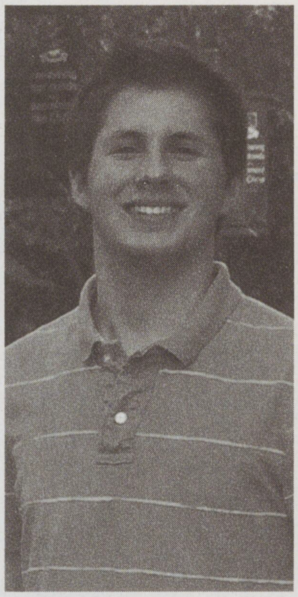
Maxon is a Dedman Distinguished Scholar and a member of EGaDS! Electronic Game Developers Society. Though she enjoys writing short fiction stories, she has also considered pursuing a career writing scripts for video games.

Maxon believes the James R. Hoffa Memorial Scholarship has given her the opportunity to pursue her interests without the worry of financial burden.

"Receiving this scholarship meant a lot to me because it meant I could go to college and focus on my academics, not on what my debt would look like when I got out of college," she said.

Inspired To Reach Higher

Like Maxon, David Dvorak, a student at Trinity Western University in British Columbia, Canada, said the James R. Hoffa Memorial Scholarship gave him what he needed to achieve his goals.



Dvorak has always been intrigued by math and science, but it wasn't until college that he found his true calling. Dvorak started out as a math major, but quickly switched his concentration to physics. Learning how the world works, he said, was much more appealing.

The freedom to explore his tastes and talents would have been a much more stressful process were it not for the James R. Hoffa Memorial Scholarship, Dvorak said.

"I think the opportunities would have been present, but they would have been much more difficult to realize," Dvorak said. "This award really did make the door easier to step through."

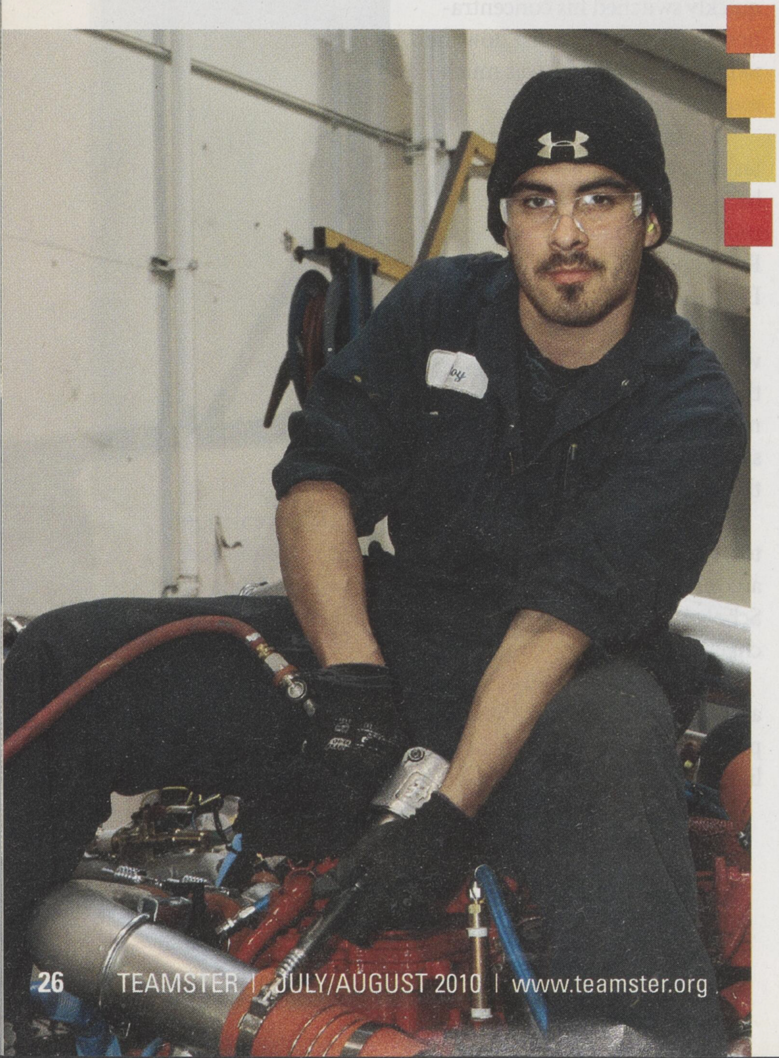
Once he finishes his undergraduate work, Dvorak hopes to pursue a Ph.D. in physics. He thanks the Teamsters for an opportunity to shine and credits the James R. Hoffa Memorial Scholarship Fund for the encouragement he needed to challenge himself.

"I'm very thankful for having been chosen to receive this award," he said. "I think these types of scholarships encourage post-secondary education and inspire students to reach a little higher."

For more information, visit www.teamster.org.

Move That Bus!

Teamsters Turn Out Thousands of Buses Thanks to Stimulus, Strong Union-Company Relations



Everyone knows the song—about wheels on a bus. Going round and round. Round and round, all day long.

But for 500 Teamster members in California, that song has special meaning.

That's because those wheels and that bus are 100-percent Teamster made, all the way from the windshield wipers that go slap-slap-slap to the doors that open and close, to the lights that blink on and off, on and off.

Gillig Corporation, located in Hayward, Calif., is the last all-American bus manufacturer in the United States and one of the last manufacturers left in the Bay Area. Thanks to President Obama's stimulus money, things are going to stay that way.

Stimulus Funds

Federal Transit Administration grants have allowed local and regional transit districts to upgrade and expand their fleets when budgets are otherwise strapped, by offering those districts 80 percent of the total cost of a bus. It is up to transit districts to come up with the remaining 20 percent as well as find bus manufacturers.

That's where Teamster leadership comes in.

Through a strong partnership, the company and the union are able to work together to create a win-win situation for everyone involved. Rome Aloise, International Vice President and Secretary-Treasurer of Local 853 in San Leandro, Calif., works closely with Gillig and its employees to promote the company and its products.

"I travel around to transit districts, urging them to buy American," Aloise said. "Because there is a ton of competition from foreign manufacturers, having a partner like Gillig really makes that job easier."

And all that stimulus money helps, too.

Since transit districts have received funding, Gillig has been making record profits at a time when most businesses are struggling just to stay afloat.

The numbers speak for themselves: In the last year, Gillig has added 40 new employees, created a Saturday work shift, and increased its number of orders from 5,000 buses per year to 7,000 per year—for the next two years.

"This is the only place in my local that's hiring right now," Aloise said. "The build rate ensures the members' work for two years out. That wouldn't be the case if the stimulus money didn't go into effect."

Gillig President Danny Howard agrees, saying if the stimulus hadn't come, the market could have easily dropped by 40 percent, meaning Gillig would only be producing 3,000 buses per year.

"I've heard a lot of talk about the stimulus not creating enough jobs, but you never read a statistic about the number of jobs saved. We would have had to lay off 175 workers—more than 25 percent of our people," Howard told the Department of Labor. "That would have devastated our employees."

Care Goes Into Every Vehicle

Though Gillig does face strong competition from overseas, there is something that sets them above the rest: customer service, care and creativity.

Unlike other bus makers around the world, Gillig buses are made not on an assembly line, but by hand by skilled Teamster members. From the chassis to the interior, every aspect of a Gillig bus is hand-crafted and, in some cases, custom built.

As 28-year Gillig employee and Local 853 member Jeff Belunza said, those who order Gillig buses go through a process similar to ordering a brand new car.

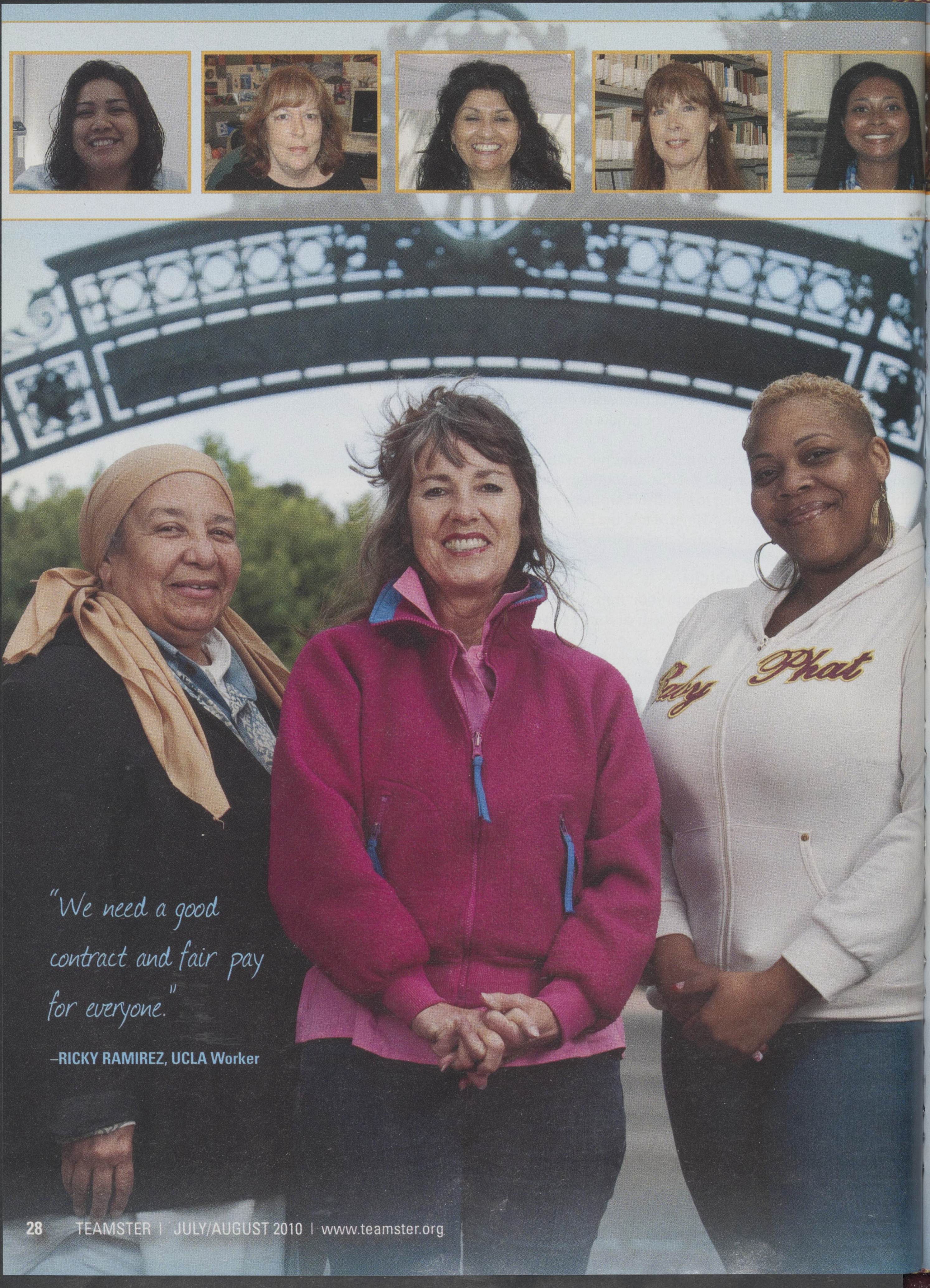
"Buyers can choose any kind of options they want, from specialized stereo equipment to unique lights or turn signals that make noise," Belunza said. "Our buses are the highest quality because they are made right here in our shop, by hand."

Like Aloise and Howard, Belunza knows Gillig might not have been around to offer customers such high-quality craftsmanship were it not for the stimulus funds.

"In the 28 years I've been here, Gillig has had no layoffs. It came close a few times, but now that the stimulus package has come into play, Gillig has been able to stay in business," Belunza said. "Gillig is a good company with good employees and a great product to offer."

Aloise is quick to credit Gillig's success with the company's willingness to work with the union and ensure its employees stay working—even in tough times.

"Gillig is the last heavy manufacturing company left in the greater Bay Area and all of Northern California, really," Aloise said. "That's because of the positive cooperation between the union and the company, as well as the great job Gillig workers do each and every day."



"We need a good contract and fair pay for everyone."

–**RICKY RAMIREZ, UCLA Worker**

University Of California Employees Vote To Affiliate With Teamsters

It's Academic

The 14,000-member-strong Coalition of University Employees (CUE) at the University of California system was looking for a strong union to affiliate with. They needed a union able to represent their wide variety of job classifications, ranging from clerical employees to public safety dispatchers.

Anytra Henderson, acting president of the statewide CUE, said the members decided that the Teamsters were the best union for them because of the union's strong track record of representing public service and university employees.

"Once we learned that the Teamsters represent more than 10,000 employees who work at universities and colleges, we knew we had found the union we wanted to affiliate with," Henderson said. "We need a strong union to represent us at the bargaining table."

On May 15, an overwhelming majority of voting members—81 percent—voted in favor of affiliation.

"We welcome this affiliation with CUE and we will work hard on their behalf to help them get a fair contract with the University of California," said Jim Hoffa, Teamsters General President. "The Teamsters are experts in representing education employees at all levels, and we will bring this knowledge to the table."

CUE represents administrative and library assistants, cashiers, public safety dispatchers and many other clerical employees at 10 University of California campuses. They will be chartered as an independent Teamsters local union.

Huge Effort

Once CUE's board of directors decided they wanted to affiliate with the Teamsters, they approached Rome Aloise, Western Regional Vice President, President of Joint Council 7, and the Secretary-Treasurer of Local 853 in San Leandro, California.

Aloise said the Teamsters would be willing to help spread the word to CUE members to vote to affiliate with the union, but the timeframe to do this was a mere few weeks before ballots were mailed out.

"This meant we would have to visit 10 campuses and talk to as many CUE workers as possible," Aloise said. "It was a huge effort by many Teamsters in California and the International and from other states."

Jeff Farmer, Director of the Organizing Department, began dispatching organizers to various campuses. Michael Filler, the Public Services Division Director, began calling on public service locals to pitch in.

Armed with literature and good walking shoes, Teamsters fanned out across California to talk to as many CUE workers as possible.

"Covering all 10 campuses our organizers were able to explain the benefits of affiliating with the Teamsters," Farmer said. "We're pleased the hard work paid off."

Employees Voice Teamster Support

At every UC campus, the Teamsters found CUE workers eager to affiliate with the Teamsters.

"With one strong voice, we will be more powerful," said Julia Ree, who works in the library at the University of California-Riverside. "We don't have unrealistic demands, we just want what's fair and right."

"I voted to affiliate with the Teamsters because we need strong representation," said Araceli Torres, who works in Housing Services at the Riverside campus. "The Teamsters mean strength."

Ricky Ramirez, who works in the radiology department at the UCLA campus, said the Teamsters bring clout to the bargaining table.

"We need a good contract and fair pay for everyone," Ramirez said. "We can accomplish this with the help of the Teamsters."

Robert Gaskin, who works in the facilities management department at UCLA, summed up his vote for affiliation like this: "With the Teamsters, we'll get results!"

What's Next

The Teamsters are working to develop a strategic planning process with CUE leaders, stewards and activists, Filler said.

Among the issues CUE workers want addressed are fair wages, benefits, health care and workplace safety.

"We are used to dealing with universities when it comes to contracts," Filler said. "We'll provide CUE employees with our high level of expertise on these issues."

Henderson said now that the affiliation vote is done, it's time to focus on getting a better contract.

"We work hard every day to keep the University of California system up and running," Henderson said. "We're not asking for the moon. We want what's fair and just. And we'll work with the Teamsters to accomplish this."

REPORT TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FROM: Independent Review Board
Benjamin R. Civiletti
Joseph E. diGenova
William H. Webster

DATED: June 1, 2010

I. INTRODUCTION

This is the Independent Review Board's ("IRB") Report Number 3 for 2010 to you on its activities conducted pursuant to the Consent Order. In this Report we will discuss a new report and matters that have currently come before us, including the progress of existing charges about which we have previously informed you.

II. NEW REPORT

A. MICHAEL E. DOE – LOCAL 82, SOUTH BOSTON, MASSACHUSETTS

On May 24, 2010, the IRB issued an Investigative Report to the Executive Board of Local 82 concerning Michael A. Doe. The report recommended that Mr. Doe be charged with bringing reproach upon the IBT by failing to appear for his scheduled IRB sworn examination on April 9, 2010. The Executive Board was given ninety days within which to file the charge, hold a hearing and forward a final written report to the IRB.

III. PROGRESS OF EXISTING CHARGES

A. RICHARD RADEK – BLET VICE PRESIDENT

We have previously informed you that BLET Vice President Richard Radek allegedly brought reproach upon the IBT, breached his fiduciary duty, and embezzled over $6,700 in union funds by causing the BLET to pay for meals which had no union purpose and receiving an allowance which covered the cost of his home office supplies while at the same time causing the BLET to directly pay for his home office supplies.

General President Hoffa filed the charges against Mr. Radek and a panel was appointed to hear the charges. Before a hearing could be held, Mr. Radek submitted to the IRB an agreement in which he permanently retired from the BLET, became ineligible to hold any appointed or elected office or employment with the BLET, the IBT or any affiliate of the BLET or the IBT, and made restitution for funds the IRB alleged he received. The IRB found the agreement served to resolve the matter. Judge Preska approved the agreement on June 1, 2009.

B. EDWARD RODZWICZ – BLET HEADQUARTERS, CLEVELAND, OHIO

We have previously informed you that BLET President and IBT Rail Conference President Edward Rodzwicz allegedly failed to cooperate with the IRB by failing to appear for his scheduled IRB sworn examination on November 4, 2009. Mr. Hoffa filed the charge and a panel was appointed to hear the charge. Before his hearing was completed, Mr. Rodzwicz submitted an agreement to the IRB which is under review.

C. VINCENT FEDERICO – LOCAL 82, SOUTH BOSTON, MASSACHUSETTS

We have previously informed you that member Vincent Federico, while an IBT member between June 2007 and February 2010, allegedly brought reproach upon the IBT and violated his membership oath by being a member of the Patriarca LCN organized crime family. Mr. Hoffa filed the charge against Mr. Federico and referred the matter back to the IRB for a hearing. A hearing was held on May 12, 2010.

D. PETER INNAURATO – LOCAL 107, PHILADELPHIA, PENNSYLVANIA

We have previously informed you that that Peter Innaurato allegedly brought reproach upon the IBT and violated his membership oath while an IBT member by knowingly associating with a member of the Philadelphia La Cosa Nostra family. Mr. Hoffa filed the charges against Mr. Innaurato and he returned the charges to the IRB for a hearing. The IRB's hearing was postponed after Mr. Innaurato submitted to the IRB an agreement in which he permanently resigned from the IBT and Local 107 and agreed never to hold membership or any position in the IBT. The IRB found the agreement served to resolve the matter. Judge Preska approved the agreement on June 1, 2009.

E. MICHAEL CARUCCI – LOCAL 282, LAKE SUCCESS, NEW YORK

We have previously informed you that Local 282 member Michael Carucci allegedly brought reproach upon the IBT by being an associate of the Bonanno organized crime family, knowingly associating with members of the Bonanno organized crime family, and collecting unlawful debts in connection with an illegal gambling operation the Bonanno organized crime family ran. Mr. Hoffa filed the charges against Mr. Carucci and referred the charges back to the IRB for a hearing. Mr. Carucci signed an agreement in which he permanently resigned from the IBT, Local 282 and Local 917 and agreed never to hold membership in the IBT. The IRB found the agreement served to resolve the matter. Judge Preska approved the agreement on March 24, 2010.

F. MONICA PEASLEE – LOCAL 533, RENO, NEVADA

We have previously informed you that Local 533 member Monica Peaslee allegedly violated her fiduciary duties to the Local and its members, embezzled and converted Local 533 funds to her own use, and brought reproach upon the IBT when between March and June 2008, while a member and employee of Local 533, she embezzled $13,156.23 from Local 533. Mr. Hoffa filed the charge and a panel was appointed to hear the charge. Before a hearing was held, Ms. Peaslee signed an agreement in which she agreed that for five years she will refrain from any effort to become an active member of Local 533, the IBT or any affiliate of the IBT and for 13 years, or until she has fulfilled the payment schedule for the embezzled funds, whichever is later, she will be ineligible to hold any appointed or elected office, position or employment with Local 533, the IBT or any affiliate of the IBT. The IRB found the agreement served to resolve the matter. Judge Preska approved the agreement on May 25, 2010.

G. ROBERT A. HOGAN - LOCAL 714, BERWYN, ILLINOIS

We have previously informed you that Robert A. Hogan, Joint Council 25 Vice President and Local 714 Secretary-Treasurer, allegedly failed to act appropriately after he created a situation likely to result in a violation of the Consent Order when he rehired Robert Riley to work at Local 714 and failed to take any action to prevent, and, after learning, to address Mr. Riley's ongoing contact with William T. Hogan, Jr., a prohibited person under the Consent Order.

In an agreement between Mr. Hogan and the IRB, Mr. Hogan permanently resigned all positions with Local 714 and Joint Council 25, and for a period of two years which began July 31, 2008, he would not hold any officer position with the IBT or any IBT affiliated entity. He further agreed not to be an officer or employee of Local 727 for five years. The IRB found the agreement served to resolve the matter. Judge Preska approved the agreement on September 2, 2008.

H. GERMAN VAZQUEZ - LOCAL 901, SAN JUAN, PUERTO RICO

We have previously informed you that German Vazquez allegedly brought reproach upon the IBT, breached his fiduciary duty and embezzled union funds while an IBT member and Secretary-Treasurer of Local 901 of approximately $55,532 from Local 901 as a result of four unauthorized pay raises.

Mr. Hoffa filed the charge against Mr. Vazquez and a panel was appointed to hear the proposed charge. On March 5, 2010, Mr. Hoffa issued his decision that Mr. Vazquez be fined $72,302.00; removed from office; prohibited from holding any office or employment with Local 901, the IBT or any IBT affiliates until the current term of office for Local 901 officers expires or until he has fully satisfied the fine; and suspended from membership in Local 901 and the IBT for one year or until he has fully satisfied the fine, whichever occurs later.

Two days after the IRB notified Mr. Hoffa that his decision was not inadequate, counsel for Vazquez notified the IRB that Vazquez wanted to modify the decision regarding the monetary penalty. On April 5, 2010, the IRB forwarded Application 141 to Judge Preska seeking a ruling on the IRB's "not inadequate" decision.

I. VINCENT DISARIO – LOCAL 1901, LONG ISLAND CITY, NEW YORK

We have previously informed you that Local 1901 member Vincent Disario, between approximately February 2009 and February 2010, allegedly brought reproach upon the IBT by being a member of the Bonanno organized crime family. Mr. Hoffa filed the charge against Mr. Disario and referred it back to the IRB for a hearing. The IRB held a hearing on April 14, 2010, and has the matter under review.

J. JOSEPH TORRE – LOCAL 1901, LONG ISLAND CITY, NEW YORK

We have previously informed you that Local 1901 member Joseph Torre, while a member of Local 1901 and the IBT, refused to answer questions during his in-person sworn examination. The local filed the charge against Mr. Torre but failed to act on it. On April 29, 2010, the IRB forwarded the report and exhibits to the members of the Executive Board of Joint Council 16 which has scheduled a hearing for June 8, 2010.

K. ANTHONY TURZIO – LOCAL 1901, LONG ISLAND CITY, NEW YORK

We have previously informed you that Local 1901 member Anthony Turzio, while a member of Local 1901 and the IBT, refused to answer questions during his in-person sworn examination. Joint Council 16 filed the charge against Mr. Turzio, held a hearing and issued its decision. The IRB has the decision under review.

IV. TOLL-FREE HOTLINE

Since our last report to you, the hotline has received approximately 80 calls reporting alleged improprieties. As in the past, all calls which appeared to fall within IRB jurisdiction were referred for investigation. Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

To assure that all calls are treated confidentially, the system recording hotline calls is located in a cipher-locked IRB room on a dedicated line and accessed by IRB staff only. It is not manned by an investigator; however, the recorded information if complete and within IRB jurisdiction is forwarded directly to the Investigations Office. Please continue to use the toll-free hotline to report improprieties which fall within IRB jurisdiction by calling 1-800-CALL-IRB (1-800-225-5472). If you are calling from within Washington, DC, dial 202-434-8085.

V. CONCLUSION

As always, our task is to ensure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities through these reports and also through use of the website at www.irbcases.org.

If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline noted above, use the IRB facsimile number 202-434-8084, or write to either the IRB Chief Investigator or the IRB office:

Charles M. Carberry, Chief Investigator
17 Battery Place, Suite 331
New York, NY 10004

Independent Review Board
444 North Capitol Street, N.W.
Suite 528
Washington, DC 20001

ELECTION SUPERVISOR'S REPORT No. 2

RULES REPORT; OES REGIONAL STAFF; TRAINING; SEASONAL DELEGATE ELECTIONS; DELEGATE STRENGTH ANNOUNCED; CANDIDATE ACCREDITATION; PROTESTS

Rules Report. My last report said that the proposed *Rules for the 2010-2011 IBT International Union Delegate and Officer Election* were in effect as of May 1, 2010, with final rules to follow upon approval by the United States District Court for the Southern District of New York. The proposed *2011 Rules* were submitted to the Court jointly by the IBT and the Government on April 28. The Court allowed objecting parties to present their views, and the last date for submitting argument on any objections was June 1, 2010. All filed papers on the *2011 Rules* adoption can be viewed under the "Election Rules" button at the OES website, www.ibtvote.org. At this writing, the Court has not entered an order. When that happens, the order approving the rules, and the Final Rules, will be posted on the OES website.

OES Regional Staff. OES now has in place eight Regional Directors to assist members and local unions in understanding and carrying out their responsibilities in the International Union Delegate and Officer Election, to investigate protests, and to enforce the *2011 Rules.* Each of the RD's has served OES in past IBT International Union Delegate and Officer Elections and has deep experience with the election rules. Here's the regional lineup, with the email address of each RD:

Northeast:	David F. Reilly, Esq. dreilly@dfresq.com (ME, VT, NH, MA, RI, CT, NY)	South:	Dolores C. Hall Hall1000@cox.net (FL, GA, AL, TN, MS, LA, AR, OK, TX, PR)
Atlantic:	J. Griffin Morgan, Esq. jmorgan@epmlaw.com (NJ, DE, MD, DC, VA NC, SC)	Great Plains:	Mary Ann Campbell scdennis@aol.com (MO, KS, IA, NE, SD, ND, ID, WY, NV, UT, CO, AZ, NM), MT
Mid-East:	Denise Ventura dmventura@verizon.net (PA, OH, WV)	Far West:	Christine Mrak, Esq. chrismrak@gmail.com (CA, WA, OR, HI, AK)
Mid-West:	William C. Broberg wcbroberg@aol.com (KY, IN, MI, MN, WI, IL)	Canada:	Gwen K. Randall, Q.C. grandall@davis.ca (All Provinces and Territories)

Full contact information, with the address and phone numbers for each RD, is available at www.ibtvote.org under the "Contact Information" button.

Training. OES will provide training to local unions on how to use the local union election plan on-line tool and will provide training to candidates how to use the Campaign Contribution and Expenditure Report on-line system. Contact OES to find out dates of scheduled training, or to get training materials. OES can also arrange for presentations at regional or conference gatherings (schedule permitting). For example, on May 24, Election Supervisor Richard Mark and Senior Supervisor Paul Dever presented an overview of the *2011 Rules*, the new, online local union plan program, and the whole election process at the North American Newspaper Conference.

Seasonal Delegate Elections. The chart posted on the OES website of "Dates, Times, and Places" for local union delegate is starting to be filled in. Local unions that represent members employed in a seasonal food industry, have submitted plans to nominate and elect convention delegates this summer, and the plans are now under review. OES will update the "Dates, Times, and Places" chart on the website as local union plans are submitted and approved.

Delegate Strength Announced. With all local union election plans due by the end of September, look up your local on the table of preliminary delegate strength posted on the OES website. The table shows the number of delegates your local will elect, although final delegate strength will be re-calculated before next June's 28th International Convention.

Candidate Accreditation. Accredited candidates for International Union office may obtain access to membership lists and may have literature published in the *Teamster* magazine. A candidate becomes accredited by obtaining petition signatures of at least 2.5% of all IBT members eligible to vote for the office being sought. The minimum signature requirements are as follows:

OFFICE	SIGNATURES NEEDED
Union-Wide	33,437
Regional Offices	
Central	9,637
Eastern	9,520
Southern	2,986
Western	8,337
Canadian	2,957

Official forms for accreditation petitions are available at www.ibtvote.org (form 5 and form 16).

Protests. Election protests have been filed since the *2011 Rules* have been deemed effective. If you have activity to protest, please file promptly, as the *2011 Rules*, require. If you are involved in a protest investigation – as the protestor, as someone involved in the reported incident, or as a witness – OES asks for your cooperation so that we may investigate promptly and reach a decision on the facts as soon as possible. Final protest rulings, including a summary of the protest, the investigation, the decision, and any remedy, are posted on www.ibtvote.org as they issue.

Contact the OES to get more information about any aspect of the election procedures.

Richard W. Mark
Election Supervisor

WWW.IBTVOTE.ORG

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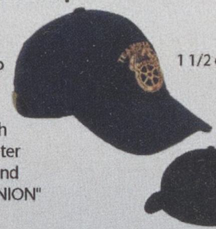

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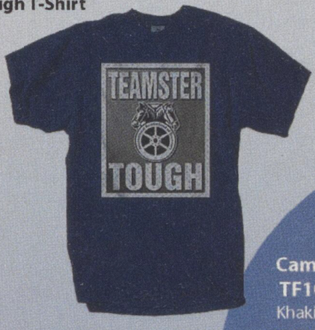
TF1006
Price: **$20.00**
Navy Tee with diamond plate Teamster Tough design.



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TF1010
Khaki microfiber camp shirt with left chest pocket and side vents. Embroidered with Teamster logo over pocket.
L, XL, 2XL, 3XL
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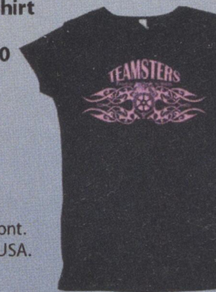
Ladies' T-Shirt
TF1003
Price: **$20.00**
Ladies' cut, slim fitting, 100% cotton cap sleeve t-shirt. Black with pink tribal design printed on front. Made in the USA.



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INTERNATIONAL BROTHERHOOD OF TEAMSTERS
SEPTEMBER/OCTOBER 2010

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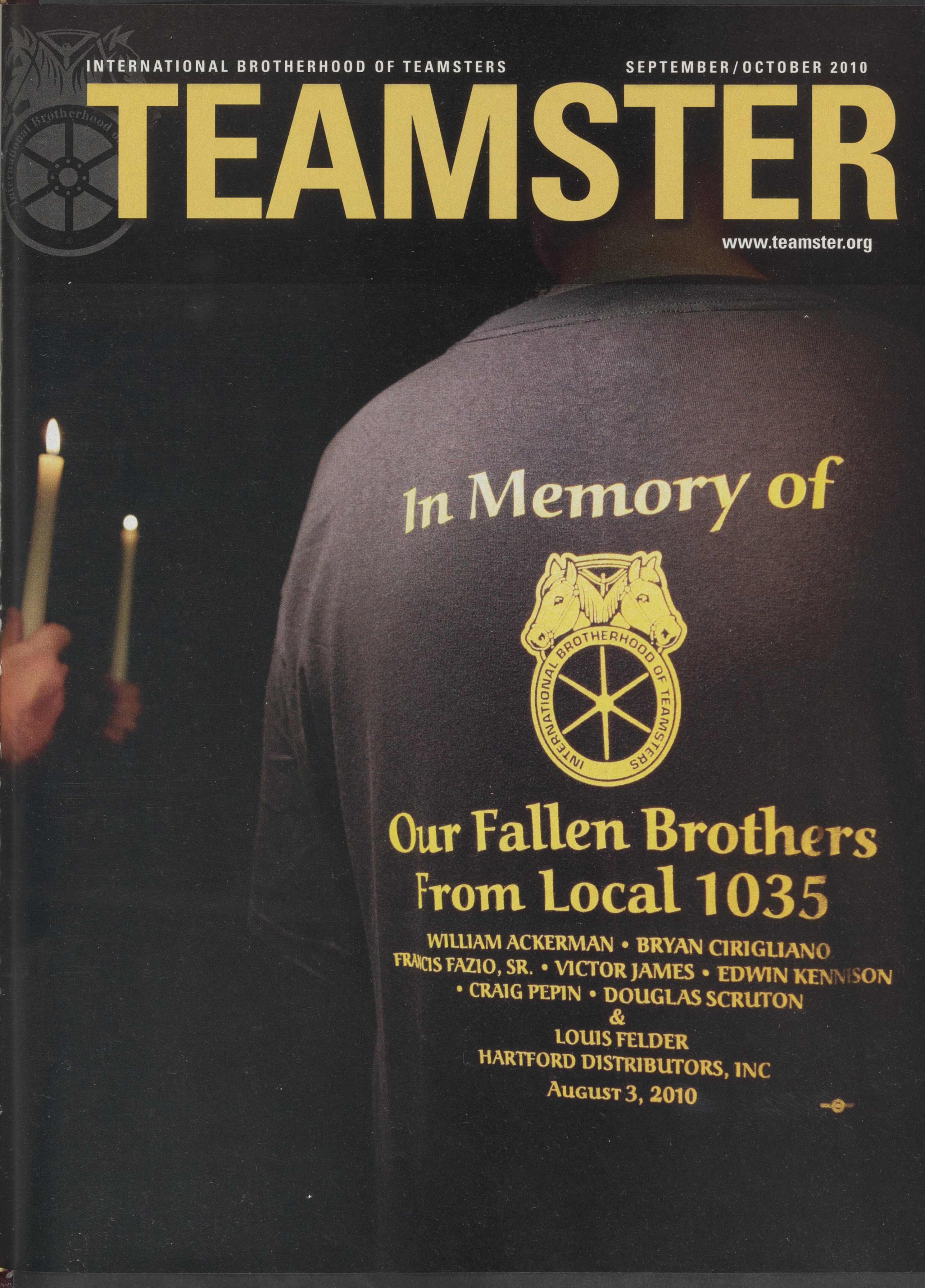
In Memory of
INTERNATIONAL BROTHERHOOD OF TEAMSTERS
Our Fallen Brothers
From Local 1035
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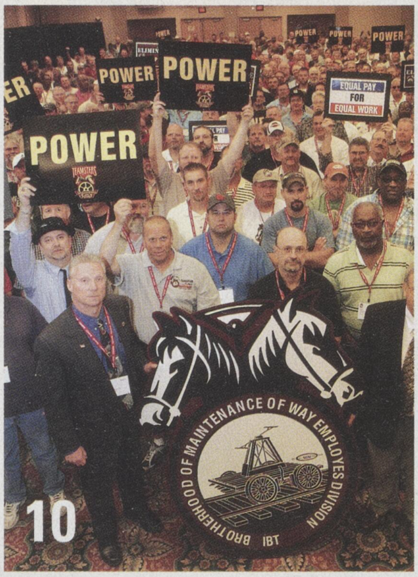
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TEAMSTER
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International Brotherhood
of Teamsters
25 Louisiana Avenue, NW
Washington DC 20001-2198
202-624-6800

The Teamster (ISSN 1083-2394) is the official publicati of the International Brotherhood of Teamste 25 Louisiana Avenue, NW, Washington DC 20001-2198 is published six times a year in January/Februar March/April, May/June, July/August, September/Octobe November/December. Periodical postage paid Washington, DC and at additional mailing offices.

SEPT./OCT. 2010 / VOLUME 107, NO. 5

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Postmaster: Send addre changes to The Teamster, Affiliates Records Departme 25 Louisiana Avenue, NW, Washington, DC 20001-21 Subscription rates: $12 per year. Single copies, (All orders payable in advance.) Members should se address changes to their local union.

The Union Family

A MESSAGE FROM GENERAL PRESIDENT JAMES P. HOFFA

On the morning of Aug. 3, 2010, eight innocent people were gunned down in the warehouse of a beer distributorship. Seven of those killed were Teamsters, members of Local 1035 in South Windsor, Conn., and almost all of them were nearing retirement after a lifetime of hard work.

Francis J. Fazio Sr., Craig Pepin, William Ackerman, Bryan Cirigliano, Louis Felder, Victor James, Edwin Kennison Jr. and Douglas Scruton worked at Hartford Distributors for a combined 125 years. Theirs are names you probably didn't know before the tragedy, but they were pillars of their community.

Brothers and Sisters

Each of these men labored for decades to provide for their families, make Hartford Distributors a better place to work and keep their community a good place for working families. Each of them also deserved a better end than the one that met them.

The resolve and camaraderie of Local 1035 and the Hartford Distributors workers has been truly inspiring, not just for the 1.4 million members of the Teamsters Union, but for the entire nation. It reminded me, as it should you, that the Teamsters Union is a family. We call each other "brother" and "sister" for a reason.

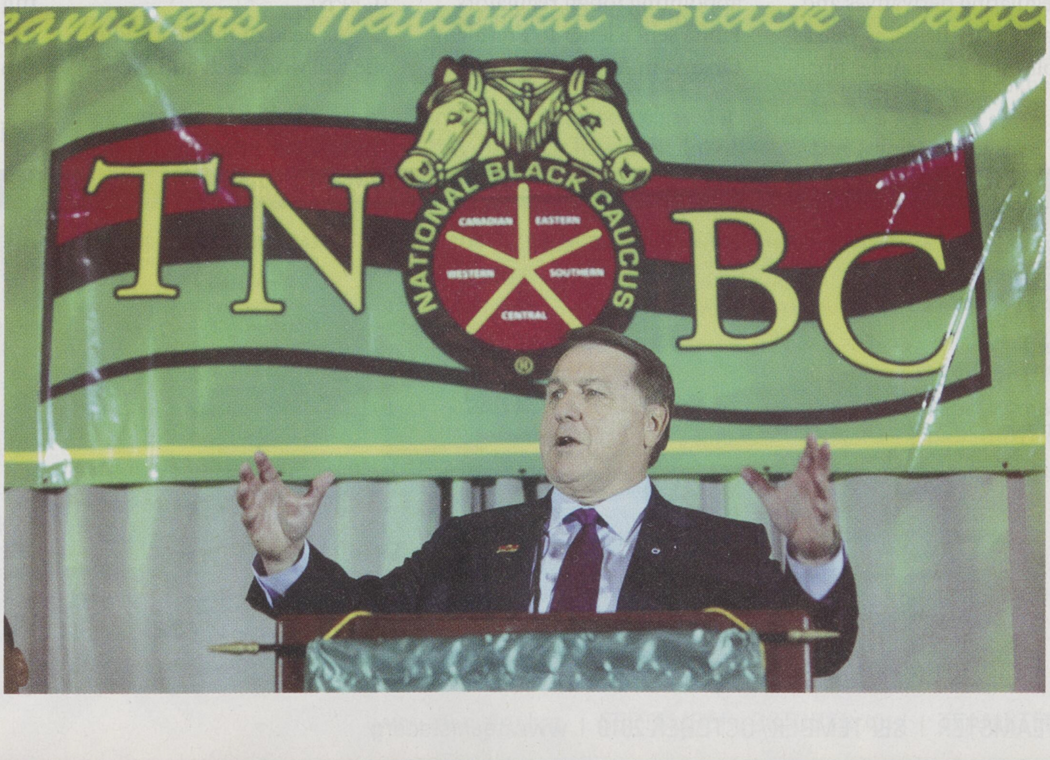
I'm proud to say that our family has come together for our fallen brothers. Approximately $185,000 poured in from all areas of the country for the Teamsters Local 1035 Hartford Distributors Memorial Fund.

Hard Work and Sacrifice

On Labor Day, I asked our lawmakers to remember why states and Congress decided to honor workers in the first place. Democratic, Republican or Independent, whatever party lawmakers belong to, they should all adhere to the motto, "Government of the people, by the people, for the people." Unions will never be able to outspend rich companies, but we can deliver votes to lawmakers who will work hard for working Americans.

I hope all Americans remember that the hard work and sacrifice of working men and women—like our eight slain Teamster brothers—is what makes this country great. And I hope all working men and women remember that if we speak with one great and powerful voice, how much more we can achieve.

James P. Hoffa



Financial Reform

A Victory For Teamsters And All Working People

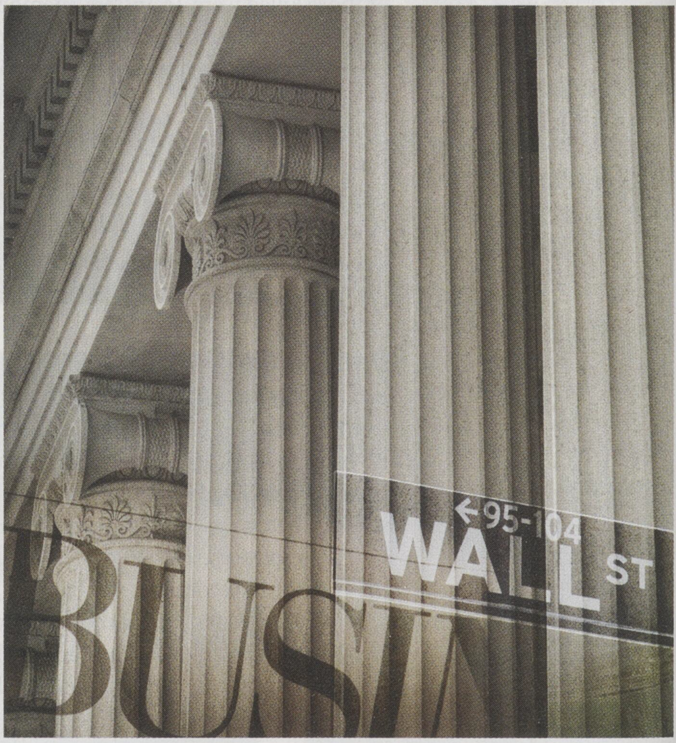
The landmark financial reform bill signed by President Obama in July will protect healthy companies from financial speculators and consumers from predatory lenders.

The Dodd-Frank Wall Street Reform and Consumer Protection Act re-regulates the financial services industry after many protections and safeguards established after the Great Depression were dismantled. Deregulation of the financial system bears much of the blame for the economic meltdown in 2008 and the subsequent recession. Speculators and unregulated private equity firms have weakened Teamster employers and forced job cuts.

The Teamsters Union worked in partnership with Americans for Financial Reform to pass the toughest possible bill. Teamsters focused on regulating derivatives and private equity firms, as well as establishing a consumer financial protection agency.

"Without tough regulation, our financial system was directing too much capital toward destroying jobs instead of creating them," said Jim Hoffa, Teamsters General President. "Consumers will benefit from important protections in this bill, and derivatives and private equity will be subject to much-needed regulation.

"Private equity firms destroyed too many companies and too many jobs to continue to operate without any oversight," Hoffa said. "Derivatives have allowed a small group of investors to profit from wrecking healthy businesses. It's time to end these practices and put our financial system to work creating jobs instead of killing them."



The success of financial reform will depend on implementing tough rules and appointing tough regulators. Hoffa sent a letter to President Obama in August urging him to appoint Elizabeth Warren director of the new Consumer Financial Protection Bureau (CFPB).

"As head of the new CFPB, she will work each and every day to stand up to Wall Street and demand financial products that protect working families from abusive and predatory lending practices," Hoffa wrote.

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San Leandro, CA 94577

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Tukwila, WA 98168

Rick Middleton
450 Carson Plaza Drive
Carson, CA 90746

TRUSTEES
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Washington, D.C. 20018

Frank Gallegos
207 North Sanborn Rd.
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Henry B. Perry Jr.
976 E. Brooks Ave.
Memphis, TN 38116

Teamsters Tell The Real Toy Story

Labor, Environment And Health Organizations Hold Rally At Times Square Toys R Us

TELL TOYS R US STOP the Toxic Toy Story
HELP!?
Phase out PVC
TOYS R US
BeSafeNet.com/pvc

Demonstrators from the Teamsters Union, the Center for Health, Environment & Justice, Clean New York and WEACT for Environmental Justice joined concerned parents, students and consumer activists at the Times Square Toys R Us flagship store to protest the sale of toxic PVC plastic toys.

The demonstrators handed out leaflets that asked Toys R Us to "end the toxic toy story" by labeling PVC presence on all toys and agreeing to a complete phase-out of the poisonous plastic with a verifiable deadline.

"This is unconscionable," said Bobbi Chase Wilding of Clean New York and a mother of two. "As a parent, it's hard enough to protect our kids from obvious hazards. But Toys R Us makes our jobs harder when they don't tell us about toxic chemicals in children's products."

Toys Test Positive

At the protest, Toys R Us customers were offered free live toy testing to demonstrate the presence of PVC in toys purchased from the store. Demonstrators demanded an end to the "Toxic Toy Story" and distributed a comic strip detailing the harmful effects of the poisonous plastic contained in "Toy Story 3" toys being sold at Toys R Us.

"In 2008, Toys R Us agreed to reduce the sale of PVC toys and offer more PVC-free products after strong consumer pressure. Sadly, they have clearly not kept their word," said Mike Schade of the Center for Health, Environment & Justice.

In an effort to protect children and advocate for changes at Toys R Us, the Teamsters Office of Consumer Affairs and the Center for Health, Environment & Justice announced the commissioning of a report for Congress. The report will focus on the Toys R Us Toy Safety Policy and Practices, with a concentration on its failure to phase out PVC.

"How can investors back a company that disregards the health of our kids and communities?" said Jim Hoffa, Teamsters General President. "This is just the beginning. As long as KKR's (Kohlberg Kravitz & Roberts Co.) Toys R Us ignores the welfare of American consumers and their children, we will keep taking action to inform the public and demand legislative action."

Scientific experts say that there is no safe way to manufacture, use or dispose of PVC products. Chemicals released in PVC's life cycle have been linked to chronic diseases that are on the rise in children, such as impaired child development and birth defects, cancer, disruption of the endocrine system, reproductive impairment and immune system suppression.

"This issue goes beyond what is found in children's toys. We need and deserve good jobs, a clean environment, and safe and healthy products," said John Williams, Teamster Warehouse Director. "We have repeatedly pointed out that KKR has not been acting in a responsible fashion across several of its controlled companies and this needs to stop. Our commitment to our members extends beyond the workplace and includes their loved ones."

The Teamsters are also fighting for accountability from another controversial company, U.S. Foodservice, which is co-owned by private equity firms KKR and CD&R. U.S. Foodservice has been cited more than 100 times by the National Labor Relations Board for violating American labor laws protecting workers rights. Toys R Us, a portfolio company of the private equity firm KKR, has announced an initial public offering.

Green Jobs

Local Unions Step Up Efforts to Help Boost Recycling

More recycling of trash can mean more of the good, green jobs that are needed in our communities and in our economy, and local unions in Detroit and Boston are taking action in an effort to help create these jobs.

Recently, leaders and members of Local Unions 214 and 247 in Detroit joined a demonstration of more than 1,200 people against an incinerator, arguing instead for more recycling in the city.

"The facts are clear: Recycling creates six to 10 times the number of jobs than incinerating or landfilling the same amount of waste. But that's not all: By recycling our waste we can recover economically valuable materials, and drastically limit the hazardous pollution to which so many Detroiters are exposed to through incineration," according to a joint statement by Joseph Valenti, Local 214 President, Local 247 Secretary-Treasurer Paul Kozicki and Joint County 43 President Larry Brennan, which was read at the rally.

"Detroiters have wasted more than a billion dollars in the last 20 years to subsidize the region in burning garbage," the statement added. "It has been costly in terms of money, lack of innovation and employment, and harmful to the health of surrounding communities and the region as a whole. We need to change that."

In Boston, Local 25 President Sean M. O'Brien signed on to a coalition that's taking on the city's low recycling rate (less than 20 percent) and getting ready to initiate a serious campaign to boost rates.

"We know that recycling creates job opportunities that are good for the economy, good for our environment and good for our future," O'Brien said. "We need to make these green jobs good jobs by making sure workers get paid fairly and receive solid benefits. I am committed to creating more recycling jobs in the Boston area that support working families."

The Teamsters are on the frontlines of the transition to a green economy across the United States, representing 30,000 workers in the waste and recycling industry.

"We know that recycling jobs can support families by looking to the jobs in San Francisco, where workers help that city recycle nearly 80 percent of the waste while receiving excellent pay and benefits," said Bob Morales, Director of the Teamsters Solid Waste, Recycling and Related Industries Division. "We need to take action now to create more good recycling jobs that help workers and our environment. I applaud the efforts of the local unions in Detroit and Boston."

GOOD JOBS
ATTENTION RECYCLERS
Chene
MICHIGAN TEAMSTERS
JOINT COUNCIL #43
INTERNATIONAL BROTHERHOOD OF TEAMSTERS JOINT 43 COUNCIL

Teamsters, Chauffeurs, Helpers
Local Union No. 589
847
KITSAP TRANSIT

Teamster Carpool

Kitsap Transit Worker/Drivers Now Teamsters

There are carpools, and then there is the carpool at the Puget Sound Naval Shipyard, the only one of its kind in the country. The drivers of this carpool have two jobs at the shipyard: they are all full-time employees at the shipyard and part-time drivers.

Local 589 in Port Angeles, Wash. represents the drivers, and on May 16, they won their first contract. It took only a 2-hour-40-minute negotiation session, said Mark Fuller, President of Local 589.

Among the contract highlights is a 5-percent wage increase for the first year of the three-year contract.

"These workers provide a great service to their co-workers at the shipyard," Fuller said. "The drivers keep the buses at their homes or close by and in the morning and evenings, they pick up their co-workers along the way, drop them off at work. The drivers then park the buses and go to their full-time jobs at the shipyard."

The drivers work as electricians, plumbers and various other jobs, Fuller said.

Paid to Drive to Work

Among the drivers is Steve Carver, also the shop steward. Carver began driving a 40-foot-long bus 26 years ago when a call came in for backup drivers.

"I did it at first so I wouldn't have to pay to get a ride to work," Carver said. "Now I get paid to drive myself, and other Naval Yard workers, to and from work. If I'm going to come to work I might as well get paid for driving in."

There are 28 routes total, exclusive to the Naval Station at Bremerton and Sub-Base Bangor. This carpool system has been in place since 1983 and is the only one in the country, Fuller said.

Local 589 also represents the service technicians in the Kitsap Transit shop.

Carver, who works as a machinist planner for the Naval Yard, said the drivers park their buses during the day at a large van pool but at night, depending on where the drivers live, the buses are either parked at nearby Naval Station property or at residences.

"Driving the van pool is a nice supplement to my full-time income," Carver said. "And I enjoy it."

Philadelphia Local Union Secures Construction Jobs

Despite the downturn in the economy, Local 107 has many members working on the Philadelphia Convention Center's expansion and other projects around the city. Four Redi-Mix cement companies employ more than 100 members working on this project. Making sure that unionized workers have these jobs has been a major concern for the local union.

"We want to keep nonunion entities out of the 10-yard barrel trucks," said Shawn Dougherty, Secretary-Treasurer of Local 107, which represents 2,300 members in the Philadelphia area. "We know exactly what the building companies need because we have pre-construction meetings with the companies. We bargained so that each of the four Redi-Mix companies involved had the same contract."

In the meetings, union officers reviewed the scope of the project and compared it to the skills their members have.

"Our local union worked hard to gain the best wages and benefits we could for all of our members employed at a Redi-Mix facility," said Bill Hamilton, International Vice President and President of Local 107.

"The officers of the local union have stood by us," said Steve Toroni, a worker at J.D. Materials and a Teamster for the past 30 years. "They are very professional. Our contract guaranteed us a raise and we have been busy with the Philadelphia Park Casino, a couple of high-rises and buildings at Children's Hospital. Our Teamster contract held us together."

TEAMSTER

Tragedy

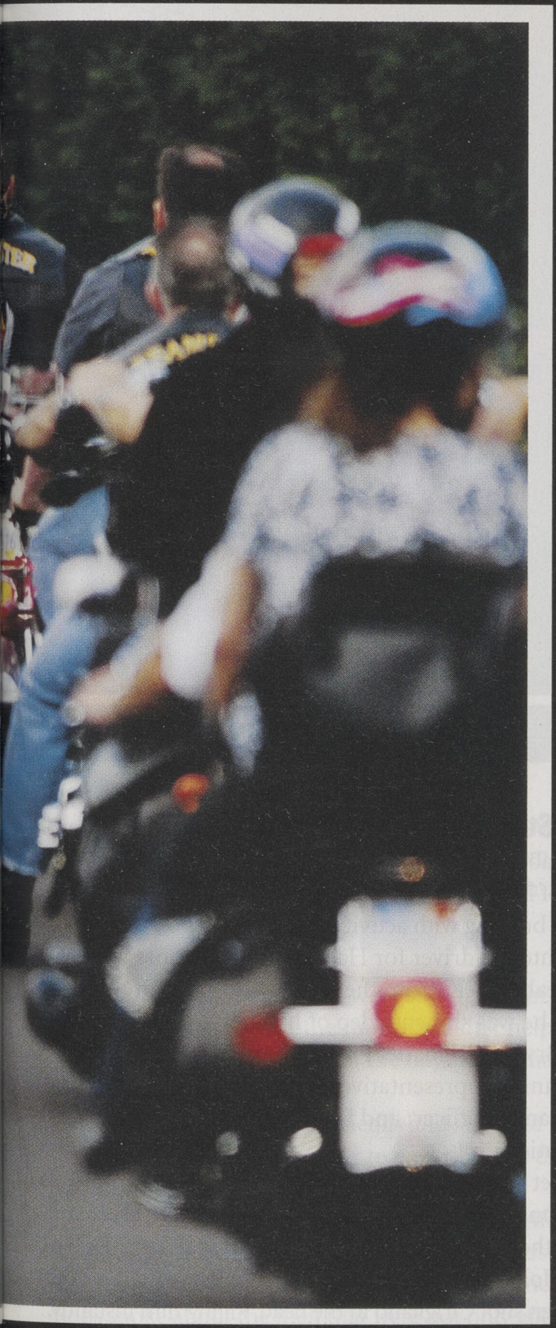


Photo by Bettina Hansen, Hartford Courant

Teamsters are a resilient group. Throughout the last century, the union and its members have been tested in countless ways—on strike lines, in negotiations, the halls of Congress and corporate boardrooms.

In Manchester, Conn., on the morning of August 3, the union was tested yet again when eight people, seven of them Teamsters, were murdered at their workplace, Hartford Distributors, a beer distributorship.

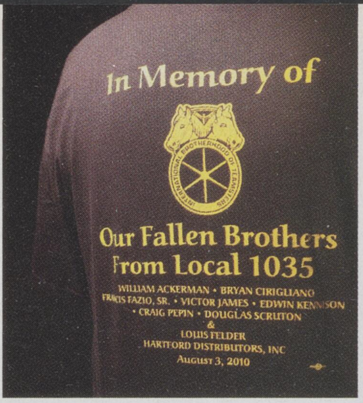
Showing its trademark solidarity in the face of tragedy, Teamsters with Local 1035 in South Windsor, Conn., which lost its President in the senseless killings, have banded together to support and comfort each other.

"We have lost friends and family as a result of today's incident and we must work together to help each other through this difficult time," said Chris Roos, Secretary-Treasurer of Local 1035, shortly after the shooting. "We grieve with all of the families that are touched by this terrible tragedy."

Roos, other Local 1035 leaders, managers with Hartford Distributors, the Teamsters Union and the community are still doing the difficult work of healing, and there is a long way to go.

Families are still grieving. Co-workers are still struggling. The effects of the shooting continue to reverberate through the nation and resonate with the 1.4 million Teamster brothers and sisters of the slain.

"The shooting at Hartford Distributors shattered countless lives, but like all workplace shootings, it also shattered something else—the feeling of safety many feel while at work. What's so frightening about the Hartford Distributors shooting is how shocking it was to everyone. All reports indicate that nobody could have foreseen this happening," said Jim Hoffa, Teamsters General President.


In Memory of
Our Fallen Brothers
From Local 1035
WILLIAM ACKERMAN • BRYAN CIRIGLIANO
FRANCIS FAZIO, SR. • VICTOR JAMES • EDWIN KENNISON
• CRAIG PEPIN • DOUGLAS SCRUTON
&
LOUIS FELDER
HARTFORD DISTRIBUTORS, INC
AUGUST 3, 2010

Building a Better Future for all Working Men and Women
Teamsters Joint Council 10 New England

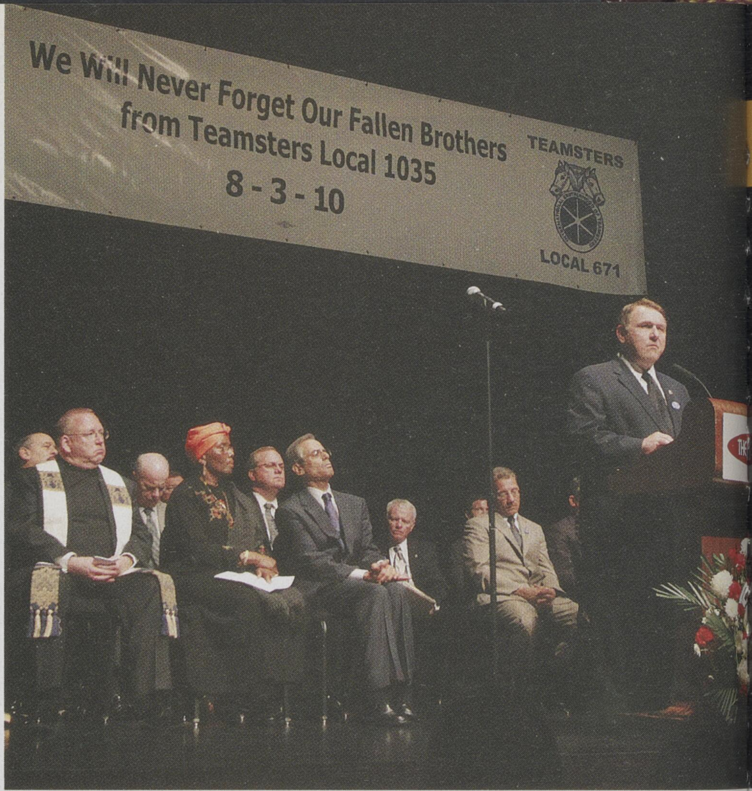

We Will Never Forget Our Fallen Brothers
from Teamsters Local 1035
8 - 3 - 10
TEAMSTERS
LOCAL 671

Photo credit should read: Photo by Patrick Raycraft, Hartford Courant

TEAMsters
Stick Together
NOTHING
Can Stop US

Photo by Patrick Raycraft, Hartford Courant

"He Tried To Stop Him"

On August 3 at about 7:30 a.m., the Hartford Distributors warehouse was full of life. It was time for a shift change so the warehouse floor was bustling with activity.

Omar Thornton, a driver for Hartford Distributors who had been caught stealing beer from the warehouse, just got out of a meeting where he was shown video of his theft. Also in the meeting were Bryan Cirigliano, President of Local 1035, there as Thornton's union representative; Steven Hollander, the company's chief financial officer; and Louis Felder, the director of company operations.

After being let go for stealing from his employer, Thornton retrieved two guns he had brought with him in his lunchbox and went back into the meeting room. Cirigliano tried to stop Thornton as he shot Hollander, who survived, and Felder, who did not.

Thornton then shot Cirigliano in the head, killing him instantly.

"He was there to help him and that man killed him anyway," Mike Cirigliano, Bryan's brother, told the *Hartford Courant*. "He tried to stop him from going on his rampage."

Teamster Heroes

Cirigliano wasn't the only one who heroically tried to avert the massacre. Jerome Rosenstein, a 77-year-old Teamster at the warehouse, saw what was going on and tried to run Thornton over with a golf cart. Thornton shot Rosenstein, who survived but, at press time, was still recovering from his injuries.

Craig Pepin, Francis Fazio Sr. and Victor James, all Teamsters, tried to warn their co-workers that Thornton had a gun and should escape. All three died trying to save their brother Teamsters.

"There's no telling how many lives these men saved with their actions that day," Hoffa said.

Show Your Solidarity

Photo credit should read: Photo by Patrick Raycraft, Hartford Courant

Donate To The Families Of Those Most Affected

The Teamsters Local 1035 Hartford Distributors Memorial Fund has, so far, raised $185,000 for those most closely affected by the tragic killing of eight innocent workers, including seven Teamster members. The Teamsters Union donated the first $50,000 to the fund.

Donations should be sent to:

Teamsters Local 1035
Hartford Distributors Memorial Fund
c/o Teamsters Local Union 1035
400 Chapel Road, 2-B
South Windsor, Connecticut 06074

William Ackerman, Edwin Kennison and Douglas Scruton, three more Hartford Distributors Teamsters, were also killed in the senseless massacre before the shooter killed himself.

Tributes

Two weeks later, those affected were still deeply in mourning. Intense media coverage of the murders didn't help as many false narratives were reported in the days immediately after the killings.

On August 15, hundreds of friends and family of the eight workers who died joined together to pay tribute to the victims and honor their lives.

Representatives from the Teamsters Union, Hartford Distributors, Anheuser-Busch, elected officials and members of the clergy offered their condolences to the victims' families and friends.

Roos spoke about the men that were not only good workers, they were valuable members of the community.

"These were respected members of the community, who when they weren't at work, donated their time in the church or synagogue and coaching and mentoring our youth," Roos said. "They were selfless with their time and, through their actions, made the lives of everyone they touched better. These are the things we need to remember today when we talk about them."

"These heroes fought to save the lives of their friends and co-workers in their final moments," Hoffa said at the memorial service.

Victims' family members shared their memories and thoughts at the memorial.

"I lost the best person in the world, my father," said Gina Fazio, daughter of Francis Fazio Sr. "He was the best man in the world—an all around beautiful man. I know that the other families here are all feeling the pain I'm feeling. Just remember we're all here together and we're all going to get through this."

"To my father's Teamster Union brothers, I want you to know he was so proud to be a blue-collar Teamster," said Megan Cirigliano, Bryan's daughter. "Enough has been taken from us, and we can't let any more be taken. They had such big hearts and we must take that with us."

Patti Cirigliano, Bryan's wife of 28 years, told a reporter earlier in the week that "He cared more about the workers than he did for himself...He didn't deserve to die that way."

Outside the service, Teamster tractor-trailers from all over New England lined Capitol Avenue along with Hartford Distributors beer delivery trucks. Members of New Haven's Local 443 Horsemen motorcycle club and the Local 443 Retiree Chapter Honor Guard were also there to show their support.

Rising Above Anger

At the memorial service, Hoffa stressed the importance of remembering the men for how they lived their lives, not how they were taken.

"With the eyes of the world on this, we are given a tremendous opportunity to rise above the anger and hatred that has shattered so many lives," Hoffa said. "Instead, let us remember these great men who are no longer with us. Hardworking men. Family men. Union men. Spiritual men. Selfless men. Brave, feisty and tough men. Men who provided for their families and helped make Hartford Distributors a great place to work. Men who were ready to retire and enjoy the fruits of their labor.

"Each one of these men took pride in their work," Hoffa said. "And each and every one of them deserved better."

BMWED Transitions

In June, more than 500 delegates from the lodges and system federations of the Brotherhood of Maintenance of Way Employes Division (BMWED) gathered for their 2nd Regular Convention. They set about charting a course for the future of their union and their convention was aptly named, "Transition to the Future."

Chris Davis, a track inspector for Burlington Northern in Wisconsin, was one of the delegates and, it being his first time, he had some insights.

"I had a good idea of what to expect at a convention, but I still learned a lot," Davis said. "There were quite a few issues that came up. And as a delegate I have to go back to my members and explain why decisions were made here."

Davis witnessed healthy floor debates about a variety of issues the union is handling in its transition toward the future.

"It has been good for me to find out how things work on different rail lines, especially how the different companies are always testing the waters to see what they can do next."

Hoffa Addresses Delegates

Jim Hoffa, Teamsters General President, was the opening keynote speaker for the convention. Hoffa spoke of the enduring bond between maintenance of way members and Teamsters and how, by merging in 2004, the BMWED had helped the Teamsters become the largest transportation union in North America.

"When I look out at you I see the American labor movement," Hoffa said to the convention delegates. "I am proud to count you as part of our membership. With members on the highway, on the rails and in the air, I thank you for helping us achieve this goal. Together we are stronger."

Hoffa had high praise for Fred Simpson, President of the BMWED. In particular, Hoffa recounted how Simpson was so concerned about his members being affected by Hurricane Katrina that he leased an RV and headed down to Louisiana.

"We took a team down south, too, to hand out aid, water and help any way we could. And one day in a small Gulf town in Louisiana, we turned a corner and there was Fred. I said, 'What are you doing?' and he said, 'We are here finding our members.' Now that's a man with a big heart. We are fighting for safer working conditions, better wages and more jobs for all of our rail members."

Union Business, Delegate to Delegate

Beginning with the first day of the convention, the delegates were charged with tackling issues ranging from new safety regulations to the election of officers.

Richard McIlrath, a member working on the Union Pacific/Chicago Northwestern Railroad since 1971 as a welder-helper, was attending his first convention. McIlrath said he was impressed to witness how many members debated the constitutional resolutions. Resolutions are proposed by the committees who had been receiving suggestions since the last convention in 2006. Usually McIlrath's lodge, which is about 90 miles from Des Moines, Iowa, doesn't send a delegate to the convention.

"This has been wonderful for me," McIlrath said. "This convention is more that what I thought it would be. Lots more enlightening. By being here you see the fervor of how we enjoy this union and voice our opinions."

Michael Maloney, a 34-year bridge and buildings member from Lodge 1320 in Lincoln, Neb., was impressed by how the floor debates were run during the three-day convention.

To The Future

Convention Delegates Debate Issues, Elect Board

"It stood out how fairly the chairman runs the discussion and debate," Maloney said. "All voices are heard and there is ample time for discussion. I absolutely think it was worthwhile being at the convention."

Deandre Cooksey, a member from Lodge 1058 in Houston, spent part of his first time as a delegate watching and learning how the debate process worked. He observed that even when controversial topics were brought up, they could be resolved.

"It was good to see that floor debates could be resolved in a peaceful way," Cooksey said. "I would love to come to the next convention."

Camp Car Elimination

One of the resolutions which came before the delegates was on the topic of camp cars. Camp cars are the temporary lodging rail cars which one rail line in the U.S., Norfolk and Southern, still uses. Long a staple of the many nights and days rail crews spend repairing and building rail lines in remote areas, every rail corporation, except for Norfolk Southern, has switched to providing employees with motel rooms. In motel rooms workers have privacy and running water they can drink and wash up in.

This isn't the case with most camp cars. In fact, over the years there have been so many complaints about the unsanitary and downright filthy conditions found that all of the other rail lines have eliminated them.

The resolution directed President Simpson to use all resources at his disposal to monitor and make certain that the laws and regulations for these types of temporary lodging facilities be enforced.

Moving the Union Forward

A crucial portion of the convention was allotted for officer and Executive Board nominations and elections. Ensuring a smooth transition, the existing officers, Vice Presidents and Executive Board were reelected for a four-year term. And from his very first speech it was apparent that Simpson was on a mission—the same one delineated by the theme of the convention, "Transition to the Future."

"Rapid changes in new technology continue to change the tools and methods used for performing maintenance of way work," Simpson said. "What once took hundreds of workers to accomplish now takes just a scant few. Today, our members are better educated, more technically advanced and more productive than at any time in history.

"Thank you for your dedication to this Brotherhood, for the views and opinions you bring to this National Division Convention and for the honor, dignity and passion with which you represent your membership."

For more of this story, visit TeamsterMagazine.com/bmwed-convention

POWER
POWER
POWER
POWER
EQUAL PAY FOR EQUAL WORK
ELIMINATE CAMP CARS
BROTHERHOOD OF MAINTENANCE OF WAY EMPLOYES DIVISION
IBT

UNITY, PRIDE AND FIGHTING

National Teamsters Hispanic Caucus Holds 2010 Convention In Chicago

Several hundred members of the Teamsters Hispanic Caucus converged in Chicago in July to talk about fighting for fair wages and decent treatment—together.

The theme of one union helping many people was reinforced by delegates representing the first chapters in California, Chicago and New York to the newest in Florida, New Jersey and Las Vegas.

The crowd was welcomed to Chicago by John Coli, International Vice President and President of Joint Council 25, and Jesse Miranda, business agent for Chicago's Local 703.

Art Cantu, Interim President of the Hispanic Caucus, directed all the delegates to introduce themselves. One by one, they stood and talked about working hard and sticking with the union. They described how they teach young people about the union. They urged each other to get their members involved and never to give up.

Ron Herrera, now Executive Director of the Teamsters Hispanic Caucus and Secretary-Treasurer of Local 396, said there are two things he's proud of: being Hispanic and being a Teamster.

As a young man, Herrera said, he had to choose between being a longshoreman or a Teamster. As a kid, he'd been fascinated by Jimmy Hoffa. He became a Teamster.

The Right To Organize Is A Human Right

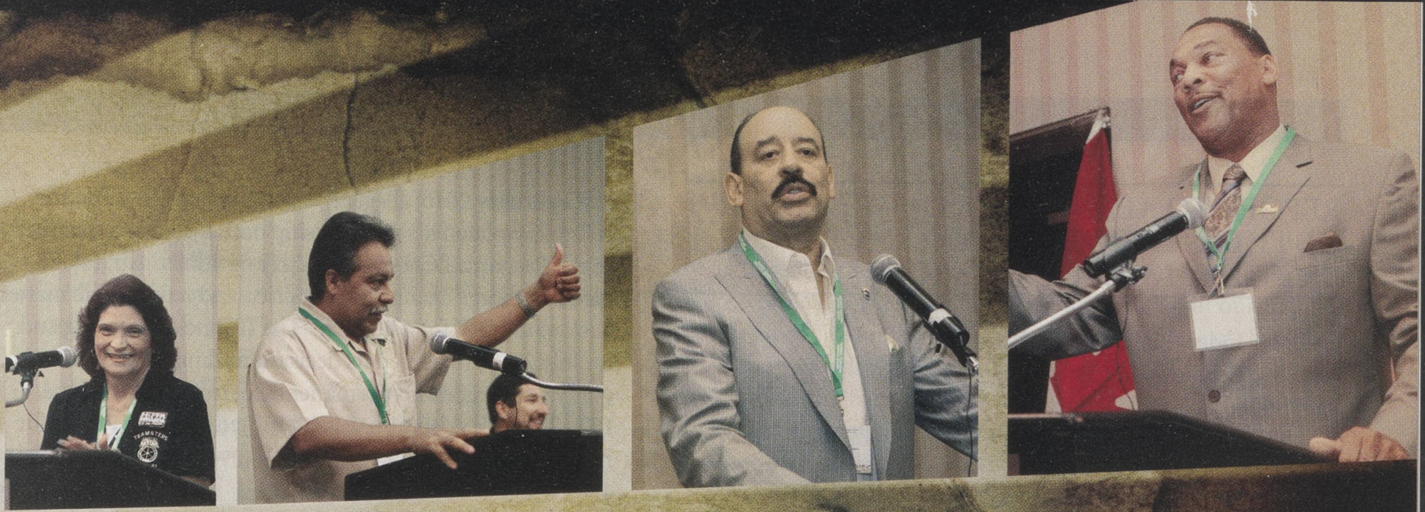
Much of the Teamsters' membership growth is coming from Hispanic workers, organizers said on the second day of the Hispanic Caucus National Convention.

Some of the most successful recent Teamsters organizing victories had a strong Hispanic component. Many of the 8,000 newly organized Continental Airlines fleet service employees are Hispanic. So are many school bus drivers and solid waste industry employees.

Of the 15,000 California University Employees who voted to affiliate with the Teamsters recently, 79 percent are women and the vast majority of those women are black and Hispanic.

"You've got to have a reputation as a fighter," said Ron Herrera, Secretary-Treasurer of Covina, Calif.'s Local 396.

International Vice President George Miranda told the cau-



HE GOOD FIGHT

cus that organizing involves hard work.

"This is a calling," Miranda said, adding that he looks forward to bringing the message from the Hispanic Caucus to the General Executive Board.

Throughout the day, Teamster leadership stressed the importance of unity. Al Mixon, International Vice President and President of the Teamsters National Black Caucus, said union members have to stick together.

"When one of us wins, all of us win," Mixon said. "The only way to escape being exploited is through the union."

Mixon emphasized the urgency of bringing along younger membership to continue the fight. Otherwise, Mixon said, "What's going to be left if we continue to shift jobs?"

Organizers described how they are working hard to educate and communicate with these new members. With the hard work comes the pride in knowing that the union lifts mistreated workers into the middle class.

Hispanic workers and non-Hispanic workers fight the same battles for decent wages and dignity and against the same anti-worker forces, said Ernesto Medrano, political coordinator for Orange, Calif.'s Local 952. Hispanics who are treated with disrespect inside the U.S. borders face the same powerful interests that kill U.S. jobs by moving factories offshore, Medrano said.

"If you can't have a cheap labor force, you move your company to places where there is a cheap labor force," Medrano said.

New Officers Elected, Congressman Speaks To Caucus

The final day of the Teamsters Hispanic Caucus Convention featured the election of new officers and a rousing speech by Chicago Democrat Rep. Luis Gutierrez. Miranda introduced Gutierrez as a great friend of the Teamsters.

"He's a tireless worker on behalf of all working men and women," Miranda said.

Gutierrez, who represents Illinois' 4th Congressional District, said he's worked with the Teamsters for 25 years. In that time, he said, "I've seen the Teamsters change, I've seen the Teamsters grow, I've seen the Teamsters mature.

"You're a better unit of people and a more forceful unit of people on behalf of working men and women," he said.

Gutierrez applauded the Hispanic Caucus for helping the Teamsters Union's growth and success.The caucus added three new chapters, in Texas, Las Vegas and Puerto Rico.

New officers were also elected. George Miranda was elected President; he is also Secretary-Treasurer of Local 210 and President of Joint Council 16 in New York City. Herrera was elected Executive Director. Cantu, Secretary-Treasurer of Local 36 in San Diego, was elected First Vice President. Marie Perez, Secretary-Treasurer of Local 97 in Union, N.J., was elected Second Vice President. The Hispanic Caucus's Financial Secretary is Ruben Torres, Secretary Treasurer of Local 237 in New York City. Jesse Miranda was elected Recording Secretary.

Trustees are: Tony Gonzalez, President of Local 890 in Salinas, Calif.; Oscar Gonzalez, Secretary-Treasurer Local 202 in New York City; Ernesto Medrano, Political Director for Local 952 in Orange, Calif.; Leo Correa, Secretary-Treasurer of Local 968 in Houston and President of Joint Council 58; and Chuck Baez, business agent for Local 710 in Mokena, Ill.

REPORT TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FROM: Independent Review Board
Benjamin R. Civiletti
Joseph E. diGenova
William H. Webster

DATED: July 28, 2010

I. INTRODUCTION

This is the Independent Review Board's ("IRB") Report Number 4 for 2010 to you on its activities conducted pursuant to the Consent Order. In this Report we will discuss matters that have currently come before us, including the progress of existing charges about which we have previously informed you.

II. PROGRESS OF EXISTING CHARGES

A. EDWARD RODZWICZ – BLET HEADQUARTERS, CLEVELAND, OHIO

We have previously informed you that BLET President and IBT Rail Conference President Edward Rodzwicz allegedly failed to cooperate with the IRB by failing to appear for his scheduled IRB sworn examination. Mr. Hoffa filed the charge and a panel was appointed to hear the charge. Before his hearing was completed, Mr. Rodzwicz submitted an agreement to the IRB in which he permanently retired from BLET and the IBT and he permanently became ineligible to hold any appointed or elected office or employment with the BLET, the IBT, or any BLET or IBT affiliate. The IRB found the agreement resolved the matter and submitted the agreement to Judge Preska by Application 143. On June 30, 2010, Judge Preska approved the agreement.

B. MICHAEL E. DOE – LOCAL 82, SOUTH BOSTON, MASSACHUSETTS

We have previously informed you that Local 82 member Michael E. Doe allegedly brought reproach upon the IBT by failing to appear for his scheduled IRB sworn examination on April 9, 2010. The Executive Board of Local 82 filed the charge and held a hearing on July 7, 2010.

C. VINCENT FEDERICO – LOCAL 82, SOUTH BOSTON, MASSACHUSETTS

We have previously informed you that member Vincent Federico, while an IBT member between June 2007 and February 2010, allegedly brought reproach upon the IBT and violated his membership oath by being a member of the Patriarca LCN organized crime family. Mr. Hoffa filed the charge against Mr. Federico and referred the matter back to the IRB for a hearing. The IRB held a hearing and on July 22, 2010, issued its decision finding Mr. Federico guilty as charged and permanently barred him from the IBT. The IRB's decision was submitted to Judge Preska for review.

D. GERMAN VAZQUEZ - LOCAL 901, SAN JUAN, PUERTO RICO

We have previously informed you that German Vazquez allegedly brought reproach upon the IBT, breached his fiduciary duty and embezzled union funds from Local 901 as a result of four unauthorized pay raises while an IBT member and Secretary-Treasurer of Local 901.

Mr. Hoffa filed the charge against Mr. Vazquez and a panel was appointed to hear the proposed charge. On March 5, 2010, Mr. Hoffa issued his decision that Mr. Vazquez be fined $72,302; removed from office; prohibited from holding any office or employment with Local 901, the IBT or any IBT affiliates until the current term of office for Local 901 officers expires or until he has fully satisfied the fine; and suspended from membership in Local 901 and the IBT for one year or until he has fully satisfied the fine, whichever occurs later.

After the IRB notified Mr. Hoffa that his decision was not inadequate, counsel for Vazquez notified the IRB that Vazquez wanted to modify the decision regarding the monetary penalty. To obtain the District Court's review of the case, the IRB submitted Application 141 to Judge Preska and on July 28, 2010, submitted a supplement to Application 141 to Judge Preska.

E. VINCENT DISARIO – LOCAL 1901, LONG ISLAND CITY, NEW YORK

We have previously informed you that Local 1901 member Vincent Disario, between approximately February 2009 and February 2010, allegedly brought reproach upon the IBT by being a member of the Bonanno organized crime family. Mr. Hoffa filed the charge against Mr. Disario and referred it back to the IRB for a hearing. The IRB held a hearing and on July 22, 2010, issued its decision finding Mr. Disario guilty as charged and permanently barred him from the IBT. The decision was submitted to Judge Preska for review.

F. JOSEPH TORRE – LOCAL 1901, LONG ISLAND CITY, NEW YORK

We have previously informed you that Local 1901 member Joseph Torre, while a member of Local 1901 and the IBT, refused to answer questions during his in-person sworn examination. On July 13, 2010, the Executive Board of Joint Council 16 permanently barred Mr. Torre from holding office and membership in the IBT or any IBT affiliated entity or fund. The IRB has the decision under review.

G. ANTHONY TURZIO – LOCAL 1901, LONG ISLAND CITY, NEW YORK

We have previously informed you that Local 1901 member Anthony Turzio, while a member of Local 1901 and the IBT, refused to answer questions during his in-person sworn examination. The Executive Board of Joint Council 16 filed the charge against Mr. Turzio, held a hearing and issued its decision that Mr. Turzio is permanently barred from the IBT. On June 17, 2010, the IRB found Joint Council 16's decision to be not inadequate.

H. MICHAEL CARUCCI - LOCAL 282, LAKE SUCCESS, NEW YORK

We have previously informed you of an agreement signed by Mr. Carucci in which he permanently resigned from the IBT, Local 282 and Local 917 and agreed never to hold membership in the IBT. The IRB found the agreement served to resolve the matter. The date Judge Preska approved this agreement should be recorded as July 1, 2010, instead of March 24, 2010, as previously reported in Report Number 3 in the July/August 2010 issue of the Teamster magazine.

III. TOLL-FREE HOTLINE

Since our last report to you, the hotline has received approximately 75 calls reporting alleged improprieties. As in the past, all calls which appeared to fall within IRB jurisdiction were referred for investigation. Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

To assure that all calls are treated confidentially, the system recording hotline calls is located in a cipher-locked IRB room on a dedicated line and accessed by IRB staff only. It is not manned by an investigator; however, the recorded information, if complete and within IRB jurisdiction, is forwarded directly to the Investigations Office. Please continue to use the toll-free hotline to report improprieties which fall within IRB jurisdiction by calling 1-800-CALL-IRB (1-800-225-5472). If you are calling from within Washington, DC, dial 202-434-8085.

IV. CONCLUSION

As always, our task is to ensure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities through these reports and also through use of the website at www.irbcases.org.

If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline noted above, use the IRB facsimile number 202-434-8084, or write to either the IRB Chief Investigator or the IRB office:

Charles M. Carberry, Chief Investigator
17 Battery Place, Suite 331
New York, NY 10004

Independent Review Board
444 North Capitol Street, N.W.
Suite 528
Washington, DC 20001

ATTENTION ALL TEAMSTERS!

WHAT IS THIS? Following this page is campaign literature from accredited candidates for International office.

WHY IS THIS LITERATURE SENT TO ALL MEMBERS? Making candidate information broadly accessible is part of what makes the IBT International officer election fair, honest and open. Telling the members about the election and providing them with the candidates' literature promotes informed participation in the election. Convention delegate nominations and elections are going on now and will continue through May 2011. You are encouraged to seek out more information about your convention delegate candidates and the International officer candidates.

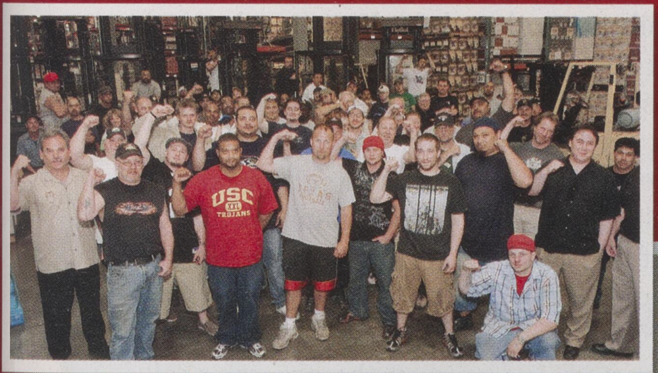
WHAT IS THE ACCREDITATION PROCESS? To become an accredited candidate for International office at this stage of the process, an otherwise eligible member had to obtain signatures on petitions of at least 2.5% of the IBT membership eligible to vote for that office and submit the petitions to the Office of the Election Supervisor by August 31, 2010. The signature thresholds were published on June 1, 2010, and that announcement is posted at www.ibtvote.org. As of August 31, 2010, 21 candidates for at-large and regional International offices submitted petitions that were then checked, verified and counted by the Office of the Election Supervisor. Those 21 individuals have now been accredited by the Election Supervisor and that list is also posted at www.ibtvote.org. This is not the end of the accreditation period. Candidates may still submit accreditation petitions, and the Election Supervisor may accredit candidates through December 15, 2010.

WHAT ARE THE RIGHTS OF AN ACCREDITED CANDIDATE? Accredited candidates have the right to publish campaign literature in this issue and the February 2011 issue of the Teamster magazine and to have the literature accessible from the IBT's website, www.teamster.org. The amount of space given to each candidate is set in the 2011 Election Rules, and depends on the office the candidate seeks. Members in Canada no longer receive a magazine from the International, and the Election Supervisor has elected to distribute the campaign literature to those members by newsletter. Accredited candidates for International office have the right to obtain a union membership list and to use it for campaign purposes.

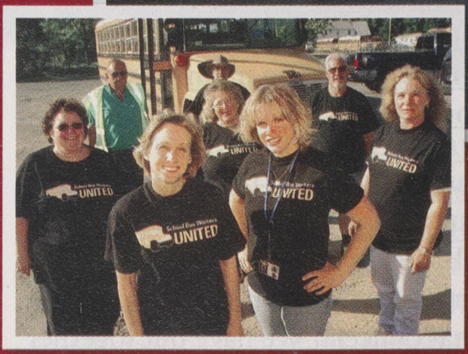
IS THIS LITERATURE REVIEWED OR CENSORED? No. The ideas expressed in these materials are solely those of the accredited candidates. They do not in any way reflect the views of the IBT, any affiliated Unions, or the Election Supervisor. The IBT and the Election Supervisor did not in any way screen, edit, or alter this material. It comes to you straight from the accredited candidates.

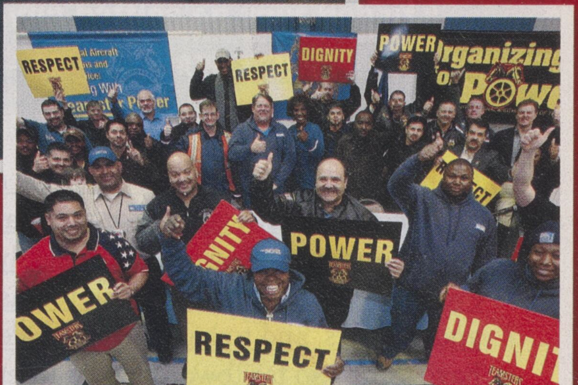
Richard W. Mark
Election Supervisor

Strong Leadership For Today's Challenges


USC TROJANS

POWER
ORGANIZE




RESPECT
DIGNITY
POWER
Organizing for Power

Meet the Hoffa-Hall 2011 Slate

Jim Hoffa a

A Leadership Team

Dear Fellow Teamsters:

These are difficult times for America and millions of working families. We are in the middle of the worst economic crisis since the Great Depression with a real unemployment rate of nearly 20 percent. Workers are seeing their wages, hours and benefits cut. Millions of American homes are worth less than their mortgage and foreclosures have ruined the American Dream for hundreds of thousands. Pension funds and 401(k)s have been decimated by the stock market crash.

It is in times like these that workers need an organization that can and will fight for them. That organization is *your* Teamsters Union. While our Teamster brothers and sisters have faced the same economic storm as other workers, they have done so with a Union contract, with secure health care benefits, and with protections that most workers do not have.

It's in times like these that the value of your Union shows through. And your Teamsters Union leadership is working tirelessly, at every level possible, to protect Teamster jobs and benefits, and to balance the scales that have tipped so far toward Wall Street and away from Main Street.

While we work to defend our members' jobs and rights, we are also working to organize those who do not have Union protection and need this important voice. While other Unions have seen their numbers decline substantially, the Teamsters have continued organizing. Just last year, the Union organized 80,000 new members into the Teamsters. This is good for those new Teamsters, and good for the strength of all of us.

Your Teamster leadership is also fighting every day on your behalf in the halls of Congress, at the White House, at the state and local level and in the corridors of financial power on Wall Street. We have taken on the tough fights and continue to be a force that the politicians and CEOs know will not roll over.

What has made us so strong over the years has been the support and involvement of *you* – the members of this great Union.

Only through Unity and teamwork will we continue to fight and win battles on your behalf. Next year the 1.4 million Teamster members will be voting for their International Officers. We have put together a slate of experienced and proven fighters from all parts of this Union and all levels

d Ken Hall:

Fighting For You

"What has made us so strong over the years has been the support and involvement of you – the members of this great union. Only through Unity and teamwork will we continue to fight and win battles on your behalf."

–JIM HOFFA AND KEN HALL

of leadership. **The Hoffa-Hall 2011 Slate is the most experienced and best team to lead us through these difficult times.** Please review the backgrounds of our Slate over the next few pages, and as the election season begins to heat up, remember which team was there for you when the tough battles were being fought.

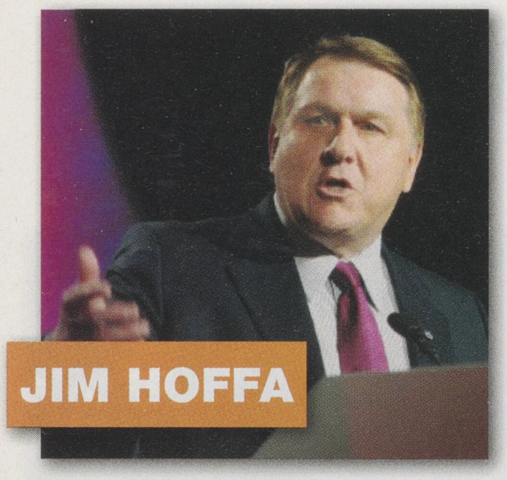
We ask for your support and pledge to you that we will never stop working on your behalf.

Fraternally,

James P. Hoffa
Jim Hoffa

Ken Hall
Ken Hall

Meet the Hoffa-



CANDIDATE FOR GENERAL PRESIDENT

Jim Hoffa understands that in difficult times workers need a strong organization that can and will fight for them.

Hoffa and his team of Vice Presidents have restored the Teamsters Union to its rightful place as the leading voice for working families in North America.

Under his leadership the Teamsters are stronger financially and politically, and are the most democratic Union in North America. He is a visible and outspoken advocate for Unions and all working people. As a second-generation Teamster, he has spent a lifetime preparing for the challenge of running the Teamsters Union and knows first-hand what Teamsters can accomplish when we are united.

BACKGROUND

Hoffa grew up on picket lines and in Union meetings. He is the only son of James R. Hoffa, former General President of the International Brotherhood of Teamsters. After being sworn in and receiving his own Union card from his father on his 18th birthday, Hoffa worked in a variety of Teamster jobs while earning his degree in labor law. After 25 years as a labor lawyer in Detroit, Hoffa became the Administrative Assistant to Michigan Joint Council 43. He was elected as General President of the Teamsters Union in 1998.

CANDIDATE FOR GENERAL SECRETARY-TREASURER

Ken Hall knows the value of a strong Union contract, and he knows how to negotiate one. As the lead negotiator of the last three national UPS contracts, Ken Hall has delivered strong contracts with strong benefits to Teamster members even in difficult times.

Hall's negotiating skills and strategic vision are well known throughout the business community and the labor movement. Among Hall's many accomplishments was his role as the architect of the 1997 UPS strike that forced the company to create thousands of full-time jobs, his success in securing an early contract with UPS in 2007 that protected Teamster members from the impact of the economic collapse of 2008 and his ability to force UPS to accept card check for employees of UPS Freight, formerly Overnite Transportation, that resulted in 12,000 new Teamster members.

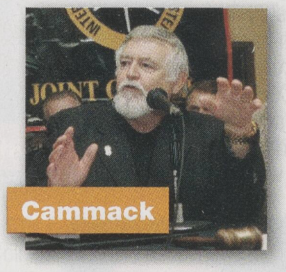
Hall agrees with Hoffa that a strong Union must have its financial house in order. He will use his knowledge as a contract negotiator and a pension trustee to make sure the Teamsters Union's resources are used to grow and strengthen the Union.

BACKGROUND

Ken is a 34-year, second-generation Teamster who has been involved in every facet of the Union, from rank-and-file member, Union steward, business agent and Local Union President before being elected an International Vice President in 2006. In addition to UPS, Hall has negotiated hundreds of contracts representing workers in many different industries in West Virginia. He is an International Vice President At-Large, Director of the Teamsters Package Division, President of Teamsters Local 175, Union chair of a pension fund covering more than 40,000 employees at UPS and Union chair of the UPS 401(k) program, with more than $5 billion in assets.

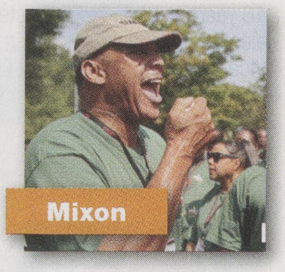
aHall 2011 Slate

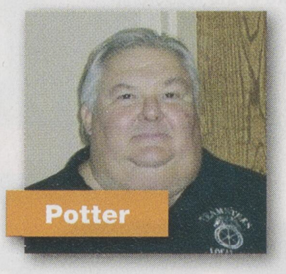
At-Large Vice Presidents


Cammack

RANDY CAMMACK, Candidate for Vice President At-Large
Randy Cammack knows that the Teamsters Union has the proven ability to meet the difficult challenges facing our nation. Cammack has spent his 43 years as a Teamster doing just that as a longtime leader and activist among UPS employees, with vast experience in organizing, bargaining, grievances and pension. Cammack is currently an International Vice President At-Large, President of Teamsters Joint Council 42, Secretary-Treasurer of Teamsters Local 63 and Vice President of the California Federation of Labor. Cammack also serves as a Union Trustee on the Western Conference of Teamsters Pension Fund and the Western Teamsters Welfare Trust.

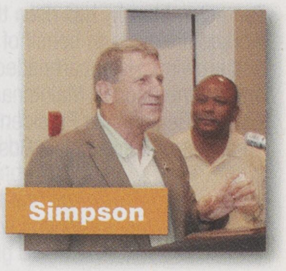
AL MIXON, Candidate for Vice President At-Large
Al Mixon believes in hard work and dedication to the Union and its rank-and-file members. His beliefs have been evident since he started his Teamster career as a factory worker in 1977. That dedication led to him being hired at Cleveland's Local 507 in 1982, and since then, he has held nearly every position at the local, including both President and Secretary-Treasurer, a position he was elected to in 2003. In 2007, he was elected Secretary-Treasurer of Joint Council 41, and he also serves as the Chairman of the Teamsters National Black Caucus. Mixon is currently a Vice President At-Large.

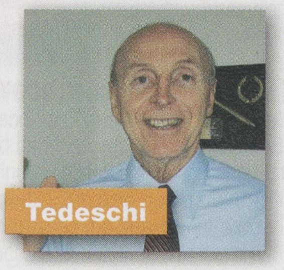

Mixon


Potter

FRED POTTER, Candidate for Vice President At-Large
Fred Potter has long known that Teamsters have to be involved outside the Union to build strength. A second-generation Teamster, Potter has led New Jersey Teamsters to victory in every arena, bringing years of experience to his position of Vice President At-Large. From negotiating strong contracts to electing Teamster-friendly politicians, Potter has been the voice that New Jersey Teamsters have followed. Potter is currently Vice President At-Large, Port Division Director and President of Local 469 in Hazlet, New Jersey.

FREDDIE SIMPSON, Candidate for Vice President At-Large
Freddie Simpson's close ties to his members in the Brotherhood of Maintenance of Way Employees Division (BMWED) have paid dividends in their industry-leading contracts. Simpson has provided strong and steady leadership to BMWED since 1974 when he began his career as a track repairman on the Louisville & Nash Railroad. Simpson is currently an International Vice President At-Large and President of the BMWED, and is active in and supportive of the Teamsters Rail Conference.

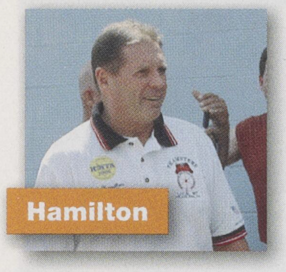

Simpson


Tedeschi

GEORGE TEDESCHI, Candidate for Vice President At-Large
George Tedeschi understands that the strength of the Teamsters Union is to organize the non-union competition. Tedeschi has been a Union member since 1959 and was elected as President of the Graphic Communications International Union in 2000. Tedeschi was an important player in the merger with the Teamsters Union and has led many organizing campaigns. He is currently an International Vice President At-Large, President of the Graphic Communications Conference of the Teamsters Union and is active in many other areas of the labor movement.

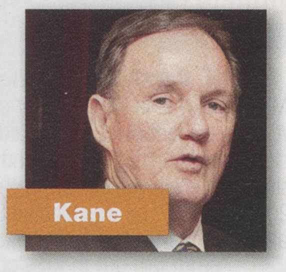
Meet the Hoffa

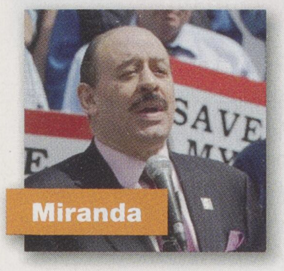
Eastern Region


Hamilton

WILLIAM HAMILTON, Candidate for Vice President, Eastern Region
William Hamilton knows that in difficult economic times strong leadership is important. Hamilton has shown strong leadership by organizing many new Teamsters, working closely with freight and DHL members and leading the Pennsylvania Conference of Teamsters. Hamilton has been a Teamster since 1966, and has served at many levels of Teamster elected office. He is currently an Eastern Region Vice President, Director of the Express Division, President of the Pennsylvania Conference of Teamsters, President of Joint Council 53 and President of Teamsters Local 107 in Philadelphia. He also serves as Trustee and Co-Chaiman of the Health, Welfare and Pension Fund of Philadelphia and Vicinity. He is a dedicated Teamster leader who has always fought hard for Teamster jobs, wages and benefits.

DAN KANE SR., Candidate for Vice President, Eastern Region
Dan Kane Sr. understands that in unity there is strength and he has worked for more than 40 years to keep the Teamsters strong and united. He has served at all levels of Teamster elected office and is active in the New York City labor community. He is an Eastern Region Vice President, President of Local 111 in New York City, on the Board of Directors for the Labor Research Association, and a founding member and Secretary-Treasurer of the Irish American Labor Coalition.

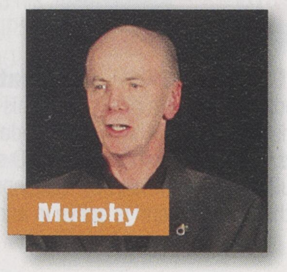

Kane



Miranda

GEORGE MIRANDA, Candidate for Vice President, Eastern Region
George Miranda believes in the importance of having rank-and-file members in the leadership of the Teamsters Union. Miranda, who started organizing for the Teamsters more than 40 years ago, brings that spirit to the Teamsters General Executive Board. A Teamster since 1967, Miranda is currently an Eastern Region Vice President, Secretary-Treasurer of Local 210 in New York, President of New York's Joint Council 16, President of the Teamsters National Hispanic Caucus, chairman of the Board of Directors for the Teamsters Airline Division, and Executive Vice President of the NYC Central Labor Council.

JOHN F. MURPHY, Candidate for Vice President, Eastern Region
John Murphy understands that it takes hard work to create a strong Union. A more than 40-year Teamster, Murphy has risen through the ranks and works at all levels of the Union. He has worked tirelessly on behalf of Teamster members from coast to coast to keep the Union strong and growing. He spearheaded the merger that brought the Brotherhood of Locomotive Engineers and Brotherhood of Maintenance of Way Employees into the Teamsters Union. Murphy is an Eastern Region Vice President, Director of the Teamsters Rail Conference and Secretary-Treasurer of Local 122 in Boston.

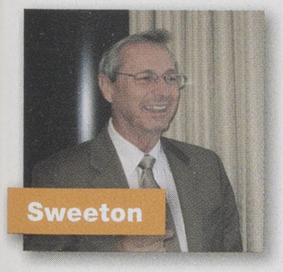

Murphy

aHall 2011 Slate

Central Region

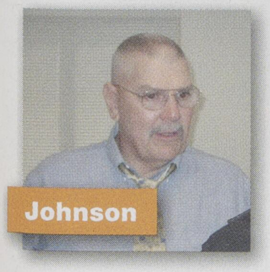
BRIAN BUHLE, Candidate for Vice President, Central Region
Brian Buhle is proud to be a part of the team of hardworking Teamsters assembled by Jim Hoffa, and knows that they all have the interests of the membership at the heart of every decision they make. Buhle worked his way up through the ranks of Teamsters Local 135, organizing more than 100 companies into the Union. He helped negotiate the first-ever contract for UPS Freight (formerly Overnite) that led to more than 12,000 new Teamster members nationally. He is currently a Central Region Vice President, Secretary-Treasurer of Indianapolis' Local 135 and Vice President of Indiana's Joint Council 69.

JOHN COLI, Candidate for Vice President, Central Region
John Coli knows that providing resources to Teamster members and leaders makes the Union stronger and more united. Leading Chicago's Teamsters Joint Council 25, Coli has developed innovative programs that are paying dividends for Teamsters in Chicago and across the country. Coli joined Chicago's Local 727 in the early 1970s when he worked as a parking lot attendant. He has served as a steward, business agent and Executive Board member before being elected as Secretary-Treasurer. He is currently a Central Region Vice President, President of Joint Council 25 and Secretary-Treasurer of Local 727.



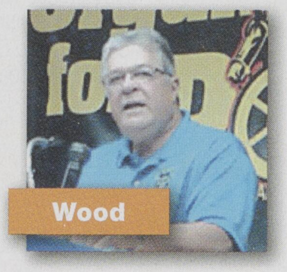
GORDON SWEETON, Candidate for Vice President, Central Region
Gordon Sweeton believes in the importance of strong contracts for Teamster members and their families. Sweeton is a skilled negotiator who has been instrumental in the National Freight Division's ability to protect our members' jobs and benefits in the most difficult of economic conditions. Sweeton is the Assistant Director of the National Freight Division and the former President of Local 823. He has also served on the Negotiating Committee for the NMFA Central Region for the last four contracts, and served on the National Negotiating Committee on the NMFA for the 2008-2013 contract. In addition, Sweeton is currently a Central Region Vice President.

Southern Region

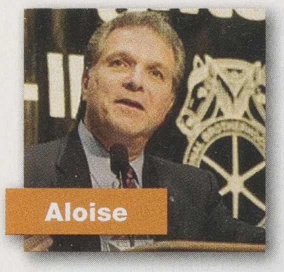


TYSON JOHNSON, Candidate for Vice President, Southern Region
Tyson Johnson knows that we are all in this fight together and that in uncertain times, it is important for the Teamsters to take decisive action to protect our members' jobs and benefits. Johnson has shown that leadership in the ongoing fight to save YRC and the freight industry. During his 40-year Teamster membership, he has served as steward, business agent and an officer of Local 745 in Dallas. His first Teamster job was in 1967 on the dock at Yellow Freight. He became a business agent for Local 745 in 1979. He served as an officer, including Secretary-Treasurer, of Local 745 from 1985 until 2003. Currently he is devoting all his energy to his duties as a Southern Region Vice President and as the National Freight Director.

KEN WOOD, Candidate for Vice President, Southern Region
Ken Wood has been honored to serve the Teamster membership since the day he was elected steward and believes that elected leaders must have the experience and willingness to work hard to continue the Union's legacy and history. Wood has made building unity a priority in his time on the General Executive Board. As President of Local 79 in Tampa and President of Joint Council 75, he stresses the benefits of solidarity when it comes to organizing, contract negotiations, grievances and all other union issues. He is currently a Southern Region Vice President, President of Teamsters Joint Council 75, President of Teamsters Local 79, serves on the Southern Region Teamsters Pension Fund, the IBT/UPS 401(k) Fund and the IBT/UPS Full-Time Pension Plan.



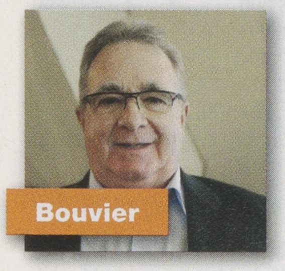
Western Region



ROME ALOISE, Candidate for Vice President, Western Region
Rome Aloise understands that there are many different aspects to the Labor Movement and that for the Teamsters to be strong we must be involved. Organizing in every conceivable industry, negotiating both public and private sector contracts and involvement in a variety of pension funds has given Aloise the experience and insight needed to help move the Teamsters forward to benefit the members. Aloise is currently a Western Region Vice President, Secretary-Treasurer of Local 853, Chairman of the largest Teamsters health and welfare fund in Northern California, Trustee on the Western Conference of Teamsters Pension Trust Fund and President of the Teamsters Joint Council 7 Executive Board.

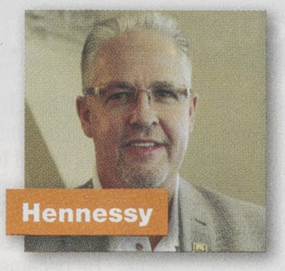
RICK MIDDLETON, Candidate for Vice President, Western Region
Rick Middleton is a strong and vocal advocate for rank-and-file Teamsters in the Union. He worked his way up the ranks, starting his Teamster career in 1968 as a Ready Mix driver, joining Local 186 in California. In 1979 he became a business representative for Local 848 in Covina, California, where he remained for 21 years. He served as President for 15 of those years. Middleton is now leading the fight to establish a national contract for Teamster school bus drivers to improve wages and working conditions. He is a Western Region Vice President, International Chairman of the National School Bus and Transit Bus Driver campaign and Secretary-Treasurer of Teamsters Local 572.

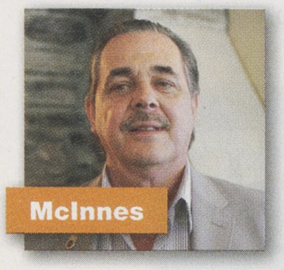
Teamsters Canada



ROBERT BOUVIER, Candidate for Vice President, Teamsters Canada / President of Teamsters Canada
Robert Bouvier knows there are great challenges for the Union in the years ahead and believes that the Hoffa-Hall team is the most capable group of people to get the job done and move the Union forward. As President of Teamsters Canada, Bouvier represents more than 120,000 members across Canada. A firm believer in unity and open communication, he assumed the helm of Teamsters Canada with a unanimous mandate from Canadian Teamsters. He was a founding member of the Executive Board Committee of Local 1999 in Montreal and has served as a business agent, Secretary-Treasurer and President of the local.

STAN HENNESSY, Candidate for Vice President, Teamsters Canada
Stan Hennessy believes that now more than ever, the Teamsters Union needs strong, proven leadership. Hennessy first became a Teamster in 1972 as a warehouseman. He held shop steward positions at two different Teamster companies before spending 10 years as a business agent with Local 31 in Delta, British Columbia. He is currently a Canadian Vice President, an elected member of the Teamsters Canada Executive Board and President of Teamsters Local 31. He actively represents labor either as a board member or director of several organizations in Western Canada such as the Western Transportation Advisory Council (WESTAC).





CRAIG McINNES, Candidate for Vice President, Teamsters Canada
Craig McInnes understands the importance of a strong Union built on active participation from the membership. He has worked at all levels of the Union, starting in 1984 and becoming a Local Union representative in 1998. He is currently Vice President of Joint Council 52, Director of the Teamsters Administrative Service, Vice President of the Teamsters Canadian Brewery and Soft Drink Division, President of Teamsters Local 938, and a Trustee on the Teamsters Canada Pension Plan.

Trustees

FERLINE BUIE, Candidate for Trustee
Ferline Buie knows that it takes integrity and hard work to keep the Teamsters Union strong. After 40 years of being a Teamster member, Buie has built a reputation for integrity and hard work. She was shop steward for 22 years at Hertz Rent-A-Car and her leadership skills have led to her repeated election as President of Local 922 in Washington, D.C. and President of Joint Council 55. She is currently an International Trustee.

RON HERRERA, Candidate for Trustee
Ron Herrera believes in the importance of rank-and-file Teamsters in the Union and the important role they can play in leadership. After working for UPS for 24 years, Herrera was elected to Local Union 396's Executive Board and has turned the Local Union into a political and organizing powerhouse. He is leading the largest waste organizing campaign in the country, focusing not only on organizing but on negotiating strong first contracts. He was recently appointed the UPS Article 43 Chairman, and serves as Executive Director of the National Hispanic Caucus, as a Trustee of Teamsters Joint Council 42, and as Secretary-Treasurer of Teamsters Local 396.

"We have put together a slate of experienced and proven, tested leaders from all parts of this Union and all levels of leadership. The Hoffa-Hall 2011 Slate is the most experienced and best team to lead us through these difficult times."

–JIM HOFFA AND KEN HALL

Jim Hoffa and Ken Hall:

A Leadership Team Fighting For You

Estimados Compañeros Teamsters:

Estos son tiempos difíciles para America y millones de familias que trabajan. Estamos en el medio de la peor crisis económica desde la Gran Depresión con una tasa real de desempleo de casi 20 por ciento. Los trabajadores están viendo sus salarios, horas y beneficios reducidos. Millones de hogares americanos valen menos que sus hipotecas y las ejecuciones hipotecarias han arruinado el sueño americano para los centenares de miles. Los fondos de pensiones y 401 (k) s han sido diezmadas por el desplome de la bolsa.

Es en momentos como éste que los trabajadores necesitan una organización que pueda y luchar por ellos. Esa organización es *su* Sindicato de Teamsters. Mientras que nuestros hermanos y hermanas Teamsters se han enfrentado a la misma tormenta económica que los demás trabajadores, lo han hecho con un contrato de Sindicato, con beneficios de cuidados de salud seguro, y con las protecciones que la mayoría de los trabajadores no tienen.

Es en tiempos como estos que el valor real de su Sindicato se demuestra. Sus lideres del Sindicato de los Teamsters está trabajando sin descanso, en todos los niveles posibles, para proteger el empleo y beneficios de la membresía de los Teamsters, y para equilibrar la balanza que se ha inclinado hasta ahora hacia Wall Street y lejos de Main Street.

Mientras trabajamos para defender los empleos y derechos de nuestros miembros, también estamos trabajando para organizar a aquellos que no tienen protección del Sindicato y necesitan esta importante voz. Mientras que otros Sindicatos han visto como sus números disminuyen considerablemente los Teamsters han continuado organizando. El año pasado el Sindicato organizó 80.000 nuevos miembros Teamsters. Esto es bueno para los nuevos Teamsters, y bueno para la fuerza de todos nosotros.

Sus líderes en los Teamsters también luchan cada día en el Congreso, en la Casa Blanca, en el nivel estatal y local y en los pasillos del poder financiero en Wall Street. Hemos tomado las luchas, aun que sean muy difíciles y continuamos siendo una fuerza que políticos y altos ejecutivos no saben dar la vuelta.

Lo que nos ha hecho tan fuerte en los últimos años ha sido el apoyo y la participación de *ustedes* – los miembros de esta gran Unión.

Sólo a través de la Unidad y el trabajo en equipo vamos a seguir luchando y ganando batallas en su nombre. El próximo año los 1.4 millones de miembros de Teamsters votarán a favor de sus Oficiales Internacionales. Hemos reunido una lista de luchadores experimentados y probados de todas las partes de este Sindicato y todos los niveles de liderazgo. **La Planilla Hoffa-Hall 2011 es la más experimentada y el mejor equipo para guiarnos en estos tiempos difíciles.** Por favor, revise el historial de nuestra Planilla en las siguientes páginas, y como la temporada electoral comienza a calentarse, recuerde que equipo estaba allí para usted cuando las duras batallas se libraron.

Le pedimos su apoyo y le prometemos que nunca vamos a dejar de trabajar en su nombre.

James P. Hoffa
Jim Hoffa

Ken Hall
Ken Hall

TEAMSTERS • America's Strongest Union
HOFFA
2006

We Need Your Help!

RETURN THIS FORM TO GET YOUR FREE HOFFA-HALL 2011 BUMPER STICKER

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- ☐ I'll visit other worksites
- ☐ I'll recruit more Teamsters for the Hoffa-Hall Campaign

Name ______________________________

Address ______________________________

City ____________________ State ________ Zip ____________

Local ____________________ Phone ______________________

Send me campaign updates at my email address: ______________________

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P.O. Box 77458
Washington, DC 20013

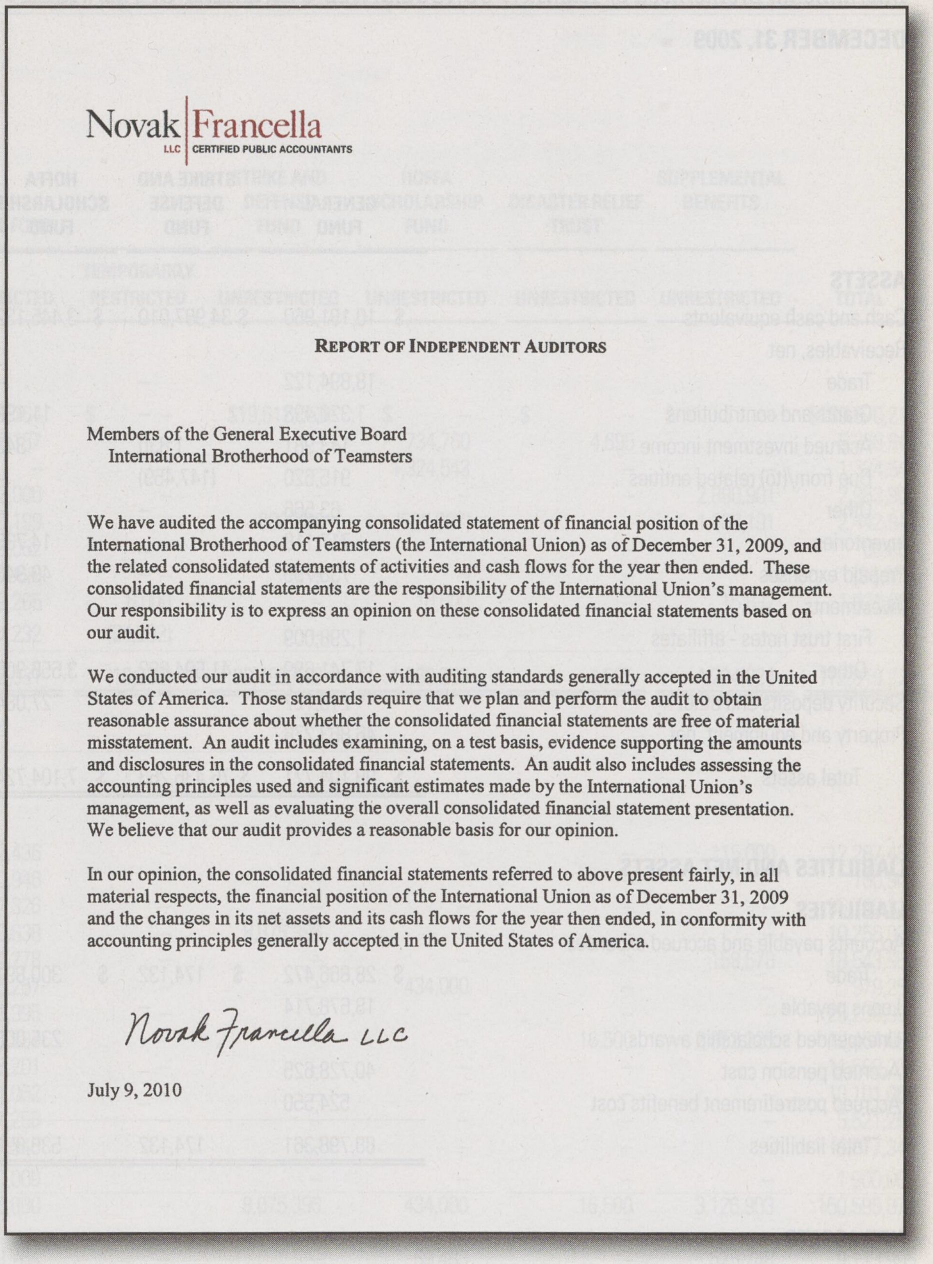
HOFFA HALL 2011

HOFFA HALL 2011

Go to www.Hoffa2011.com for more information about the Hoffa-Hall 2011 Campaign.

Get campaign updates and find out what you can do to keep the Teamsters Union strong!

Union on Strong Financial Ground to Weather Economic Storm



Novak | Francella
LLC | CERTIFIED PUBLIC ACCOUNTANTS

REPORT OF INDEPENDENT AUDITORS

Members of the General Executive Board
International Brotherhood of Teamsters

We have audited the accompanying consolidated statement of financial position of the International Brotherhood of Teamsters (the International Union) as of December 31, 2009, and the related consolidated statements of activities and cash flows for the year then ended. These consolidated financial statements are the responsibility of the International Union's management. Our responsibility is to express an opinion on these consolidated financial statements based on our audit.

We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the consolidated financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the consolidated financial statements. An audit also includes assessing the accounting principles used and significant estimates made by the International Union's management, as well as evaluating the overall consolidated financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

In our opinion, the consolidated financial statements referred to above present fairly, in all material respects, the financial position of the International Union as of December 31, 2009 and the changes in its net assets and its cash flows for the year then ended, in conformity with accounting principles generally accepted in the United States of America.

Novak Francella LLC

July 9, 2010

Thanks to the diversity of our membership, the current economic crisis has had a lesser impact on the International Brotherhood of Teamsters than other unions. In addition, we have benefited from the strength attained through the financial growth resulting from the actions taken at the 2002 Special Convention.

Smart Planning Pays Off

When Jim Hoffa and I took office in 1999, the union had net assets of only $8.6 million and a Strike and Defense Fund that was in the red. But thanks to smart financial planning, the International's audited 2009 financial statements report net assets of more than $191 million.

Our Strike and Defense Fund continues to grow, which has shown many Teamster employers that our collective bargaining strength is formidable.

The fund's balance stood at more than $76.5 million at the end of 2009. A strong Strike and Defense Fund benefits everyone in the union, whether they use it or not.

A Brighter Future

Organizing continues to be a top priority of the Teamsters Union as evidenced by the fact that in the past two years, the Teamsters have organized nearly 70,000 workers.

In February, we had 8,000 rampers at Continental Airlines vote to join the Teamsters. Our Public Services Division continues to grow, and we now represent about 224,000 dedicated public servants.

We also realize strength from strong contracts negotiated at the International Union and by our local unions that benefit our hardworking members.

All this has been made possible by building on our union's financial strength.

There are signs the economy is recovering, but it won't happen overnight. In the meantime, the Teamsters Union and our members are more secure than most thanks to astute financial foresight.

C. Thomas Keegel

C. Thomas Keegel
General Secretary-Treasurer

International Brotherhood of Teamsters CONSOLIDATED STATEMENT OF FINANCIAL POSITION

DECEMBER 31, 2009

	GENERAL FUND	STRIKE AND DEFENSE FUND	HOFFA SCHOLARSHIP FUND	TEAMSTER DISASTER RELIEF FUND	SUPPLEMENTAL BENEFITS TRUST	TOTAL
ASSETS						
Cash and cash equivalents	$ 10,191,960	$ 34,987,010	$ 3,445,132	$ 372,171	$ 1,762,561	$ 50,758,834
Receivables, net						
Trade	18,894,122	–	–	–	257,904	19,152,026
Grants and contributions	1,320,498	–	11,190	–	–	1,331,688
Accrued investment income	143,981	1,830	343	–	2,075	148,229
Due from/(to) related entities	915,620	(147,459)	–	–	(434,000)	334,161
Other	63,566	–	–	–	8,833	72,399
Inventories	717,118	–	14,735	–	–	731,853
Prepaid expenses	738,795	–	49,940	–	–	788,735
Investments						
First trust notes - affiliates	1,298,009	–	–	–	–	1,298,009
Other	17,741,699	41,594,882	3,556,300	–	6,960,219	69,853,100
Security deposits and other	216,127	–	27,084	–	7,500	250,711
Property and equipment, net	46,863,276	–	–	–	–	46,863,276
Total assets	$ 99,104,771	$ 76,436,263	$ 7,104,724	$ 372,171	$ 8,565,092	$ 191,583,021
LIABILITIES AND NET ASSETS						
LIABILITIES						
Accounts payable and accrued expenses						
Trade	$ 28,866,472	$ 174,132	$ 300,891	$ –	$ 1,173,247	$ 30,514,742
Loans payable	18,678,714	–	–	–	–	18,678,714
Unexpended scholarship awards	–	–	235,000	–	–	235,000
Accrued pension cost	40,728,625	–	–	–	–	40,728,625
Accrued postretirement benefits cost	524,550	–	–	–	–	524,550
Total liabilities	88,798,361	174,132	535,891	–	1,173,247	90,681,631
NET ASSETS						
Unrestricted	9,630,905	76,262,131	6,568,833	372,171	7,391,845	100,225,885
Temporarily restricted	675,505	–	–	–	–	675,505
Total net assets	10,306,410	76,262,131	6,568,833	372,171	7,391,845	100,901,390
Total liabilities and net assets	$ 99,104,771	$ 76,436,263	$ 7,104,724	$ 372,171	$ 8,565,092	$ 191,583,021

See accompanying notes to consolidated financial statements.

International Brotherhood of Teamsters CONSOLIDATED STATEMENT OF ACTIVITIES

YEAR ENDED DECEMBER 31, 2009

	GENERAL FUND		STRIKE AND DEFENSE FUND	HOFFA SCHOLARSHIP FUND	DISASTER RELIEF TRUST	SUPPLEMENTAL BENEFITS	
	UNRESTRICTED	TEMPORARILY RESTRICTED	UNRESTRICTED	UNRESTRICTED	UNRESTRICTED	UNRESTRICTED	TOTAL
REVENUE AND OTHER SUPPORT							
Per capita and initiation fees	$ 140,058,164	$ –	$19,612,053	$ –	$ –	$ –	$159,670,217
Grants and contributions	4,619,187	–	–	734,760	4,695	–	5,358,642
Special fundraising events	–	–	–	1,324,543	–	–	1,324,543
Affinity program	73,000	–	–	–	–	2,880,901	2,953,901
Investment income, net	760,199	–	883,360	(508,907)	–	1,308,191	2,442,843
Sales of supplies, net	86,052	–	–	–	–	–	86,052
Loss on disposal of property and equipment	(38,068)	–	–	–	–	–	(38,068)
Other	989,265	6,000	–	10,000	–	15,832	1,021,097
Net assets released from restrictions	24,232	(24,232)	–	–	–	–	–
Total revenue	146,572,031	(18,232)	20,495,413	1,560,396	4,695	4,204,924	172,819,227
EXPENSES							
Program services							
Member services							
Communications, magazine and public relations	12,172,436	–	–	–	–	115,000	12,287,436
Financial assistance to affiliates	150,946	–	–	–	–	–	150,946
Industry trade divisions and relations	35,707,326	–	–	–	–	–	35,707,326
Out-of-work benefits	2,180,638	–	8,075,396	–	–	–	10,256,034
Research, education and training	18,384,278	–	–	–	–	159,678	18,543,956
Retiree relations, scholarships and other	545,257	–	–	434,000	–	–	979,257
Organizing	25,258,995	–	–	–	–	–	25,258,995
Other	9,585,337	–	–	–	16,500	2,852,225	12,454,062
Affiliation fees	11,558,201	–	–	–	–	–	11,558,201
Government affairs	10,101,062	–	–	–	–	–	10,101,062
Legal and litigation	5,521,258	–	–	–	–	–	5,521,258
Civil RICO	5,877,346	–	–	–	–	–	5,877,346
Convention	1,900,000	–	–	–	–	–	1,900,000
Total program services expenses	138,943,080	–	8,075,396	434,000	16,500	3,126,903	150,595,879
Supporting services							
Administration and governance	8,518,764	–	–	69,483	–	525,748	9,113,995
Fundraising	–	–	–	596,462	–	–	596,462
Total expenses	147,461,844	–	8,075,396	1,099,945	16,500	3,652,651	160,306,336
CHANGE IN NET ASSETS	(889,813)	(18,232)	12,420,017	460,451	(11,805)	552,273	12,512,891
NET ASSETS							
Beginning of year	227,800	693,737	63,842,114	6,108,382	383,976	6,839,572	78,095,581
FASB ASC 715 adjustment	10,292,918	–	–	–	–	–	10,292,918
End of year	$9,630,905	$675,505	$76,262,131	$6,568,833	$372,171	$7,391,845	$100,901,390

See accompanying notes to consolidated financial statements.

International Brotherhood of Teamsters CONSOLIDATED STATEMENT OF CASH FLOWS

YEAR ENDED DECEMBER 31, 2009

	GENERAL FUND	STRIKE AND DEFENSE FUND	HOFFA SCHOLARSHIP FUND	TEAMSTER DISASTER RELIEF FUND	SUPPLEMENTAL BENEFITS TRUST	TOTAL
CASH FLOWS PROVIDED BY (USED FOR) OPERATING ACTIVITIES						
Cash received from						
Affiliated conferences, joint councils and local unions	$ 136,666,227	$ 19,597,933	$ –	$ –	$ –	$156,264,160
Investment income	1,170,158	2,112,756	173,467	–	203,333	3,659,714
Other revenue and reimbursements	5,646,207	–	2,034,803	4,695	2,960,172	10,645,877
Net cash received	143,482,592	21,710,689	2,208,270	4,695	3,163,505	170,569,751
Cash disbursed to						
Service providers, suppliers, vendors and others	(130,177,052)	(6,396,850)	(1,262,362)	(16,500)	(3,352,902)	(141,205,666)
Other labor organizations	(3,955,660)	–	–	–	–	(3,955,660)
Affiliated conferences, joint councils and local unions	(7,685,608)	–	–	–	–	(7,685,608)
Members for benefits under Strike Benefit Assistance Program	–	(1,719,988)	–	–	–	(1,719,988)
Net cash disbursed	(141,818,320)	(8,116,838)	(1,262,362)	(16,500)	(3,352,902)	(154,566,922)
Net cash provided by (used for) operating activities	1,664,272	13,593,851	945,908	(11,805)	(189,397)	16,002,829
CASH FLOWS PROVIDED BY (USED FOR) INVESTING ACTIVITIES						
Proceeds from sale or redemption of investments	27,573,875	28,309,451	2,214,186	–	9,725,466	67,822,978
Purchase of investments	(19,388,089)	(17,885,868)	(187,674)	–	(9,998,937)	(47,460,568)
Purchase of fixed assets	(4,505,302)	–	–	–	–	(4,505,302)
Proceeds from sale of fixed assets	–	–	–	–	–	–
Payment of loans by affiliates	216,221	–	–	–	–	216,221
Net cash provided by (used for) investing activities	3,896,705	10,423,583	2,026,512	–	(273,471)	16,073,329
CASH FLOWS USED FOR FINANCING ACTIVITIES						
Loan repayments	(600,000)	–	–	–	–	(600,000)
Net cash used for financing activities	(600,000)	–	–	–	–	(600,000)
NET INCREASE (DECREASE) IN CASH	4,960,977	24,017,434	2,972,420	(11,805)	(462,868)	31,476,158
CASH AND CASH EQUIVALENTS						
Beginning of year	5,230,983	10,969,576	472,712	383,976	2,225,429	19,282,676
End of year	$ 10,191,960	$34,987,010	$ 3,445,132	$ 372,171	$ 1,762,561	$ 50,758,834
RECONCILIATION OF CHANGE IN NET ASSETS TO NET CASH PROVIDED BY OPERATING ACTIVITIES						
Change in net assets	$ 9,384,873	$ 12,420,018	$ 460,451	$ (11,805)	$ 552,273	$ 22,805,810
Net depreciation (appreciation) of investments	276,931	1,056,384	648,296	–	(1,171,873)	809,738
Loss on disposal of fixed assets	38,068	–	–	–	–	38,068
Depreciation expense	2,671,036	–	–	–	–	2,671,036
(Increase) decrease in assets						
Receivables	(3,900,059)	28,594	8,627	–	76,093	(3,786,745)
Inventories	(296,992)	–	719	–	–	(296,273)
Prepaid expenses	239,579	–	780	–	–	240,359
Security deposits and other	418,721	–	–	–	–	418,721
Due to/from related entities	494,861	(14,120)	74	–	(625,414)	(144,599)
Increase (decrease) in liabilities						
Accounts payable and accrued expenses	2,256,372	102,975	(170,539)	–	979,524	3,168,332
Unexpended scholarship awards	–	–	(2,500)	–	–	(2,500)
Accrued pension cost	(9,909,224)	–	–	–	–	(9,909,224)
Accrued postretirement benefits cost	(9,894)	–	–	–	–	(9,894)
NET CASH PROVIDED BY OPERATING ACTIVITIES	$ 1,664,272	$ 13,593,851	$ 945,908	$ (11,805)	$ (189,397)	$ 16,002,829

See accompanying notes to consolidated financial statements

International Brotherhood of Teamsters NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

YEAR ENDED DECEMBER 31, 2009

NOTE 1. NATURE OF OPERATIONS

The International Brotherhood of Teamsters (the International Union) is one of the largest labor unions in North America with a membership representing a variety of industries and trades. The primary source of revenue is per capita taxes paid by local unions.

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

METHOD OF ACCOUNTING - The consolidated financial statements have been prepared using the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America.

CONSOLIDATION AND FUND ACCOUNTING - The consolidated financial statements include the accounts and activities of the International Union and related entities under the International Union's control. For purposes of presentation in the consolidated financial statements and in accordance with requirements set forth in its Constitution, the International Union reports its accounts and activities in the following funds:

GENERAL FUND - Provides for the ongoing activities of the International Union not specifically carried out by any other fund. The General Fund also includes the consolidated accounts of the Teamsters National Headquarters Building Corporation, a for-profit corporation formed to be a title holding corporation for the International Union's headquarters building. All significant intercompany account balances have been eliminated in consolidation. Included in the General Fund is the Public Services Assistance Fund. This fund provides assistance to public employees whose contracts do not entitle them to strike benefits. Also included in the General Fund are funds designated for organizing activities. Ten percent of per capita tax received by the International Union, excluding the amount received for members in Teamsters Canada, is designated for organizing activities. Funds designated for organizing activities for the Brotherhood of Locomotive Engineers and Trainmen, Brotherhood of Maintenance of Way Employes Division and the Graphic Communications/IBT Conference are governed by the applicable merger agreements.

STRIKE AND DEFENSE FUND - The Strike and Defense Fund was created in 2002 to support members engaged in collective action to obtain recognition, obtain and/or protect wages and benefits through the negotiation of collective bargaining agreements, enforce collective bargaining agreements, and/or members who have been locked out by their employers.

Fifteen percent of per capita tax received by the International Union, excluding the amounts received for members in Teamsters Canada and members employed in the public sector who do not have the legal right to strike, are transferred to the Strike and Defense Fund. Participation in the Strike and Defense Fund for the Brotherhood of Locomotive Engineers and Trainmen Division, Brotherhood of Maintenance of Way Employees Division and the Graphic Communications Conference are governed by the applicable merger agreements.

HOFFA SCHOLARSHIP FUND - The Hoffa Scholarship Fund represents the accounts and activities of the James R. Hoffa Memorial Scholarship Fund, Inc., a related organization under the International Union's control. The Fund was incorporated in November 1999 and began operations in January 2000 for the purpose of awarding scholarships to dependents of union members in order to enable the recipients to attend accredited post-secondary educational institutions. The funding for scholarships is provided by voluntary contributions to the Fund, the net proceeds of annual fund raising events, and the sale of promotional materials. As a form of financial assistance to the Hoffa Scholarship Fund, the International Union provides facilities, management, administrative, accounting and clerical assistance.

TEAMSTER DISASTER RELIEF FUND - The Teamster Disaster Relief Fund represents the accounts and activities of the Teamster Disaster Relief Fund, a related organization under the International Union's control. The Fund was incorporated in September 1992 and began operations in 1992 for the purpose of providing monetary and non-monetary relief directly or indirectly to individuals who are victims of hurricane, flood, earthquake, fire, accident or other disaster. Funding is provided by monetary and non-monetary contributions from individuals or organizations affiliated with the International Union and the general public. As a form of financial assistance to the Disaster Relief Fund, the International Union provides facilities, management, administrative, accounting and clerical assistance.

SUPPLEMENTAL BENEFITS TRUST - The Supplemental Benefits Trust represents the accounts and activities of the International Brotherhood of Teamsters Supplemental Benefits Trust, a financially inter-related organization under the International Union's control. The Trust was established on January 1, 2003 to serve as a vehicle for the coordination of several credit card, insurance and other programs offered to members of the International Union and their families by third party vendors. The Trust is funded primarily through royalty payments payable in accordance with the provisions of various agreements between the International Union and third party vendors which have been assigned by the International Union to the Trust.

CASH AND CASH EQUIVALENTS - Cash and cash equivalents consist of amounts held in demand deposit accounts, money market accounts and funds.

INVENTORY - The International Union maintains an inventory of supplies for resale to local unions and individual members. Inventory is stated at cost which approximates the selling price of items held.

INVESTMENTS - Investments in the limited partnerships (See Notes 7 and 9) are carried at estimated fair value. All other investments are reported at their aggregate fair value. The fair value of investments in common and capital stocks, corporate bonds, mutual funds and U.S. Treasury and Government Agency securities are determined by quoted market prices as reported by the investment custodian.

PROPERTY AND EQUIPMENT - Property and equipment are carried at cost. Major additions are capitalized while replacements and repairs that do not improve or extend the lives of the respective assets are expensed. Depreciation and amortization expense is computed using the straight line method over the following estimated useful lives of the assets:

Building and improvements	39 years
Data processing equipment	5 years
Office equipment and capitalized software	3-10 years
Furniture and fixtures	10 years
Automobiles	5 years

CANADIAN CURRENCY - The International Union maintains checking and savings accounts in Canada as well as the United States. For financial statement purposes, all assets are expressed in U.S. dollar equivalents.

Canadian currencies included in the consolidated statement of financial position are translated at the exchange rates in effect on the last day of the year. Unrealized increases and decreases due to fluctuations in exchange rates are included in the consolidated statement of activities.

Funds received and disbursed in Canada are stated in U.S. dollars based on the average exchange rates in effect during the year when reported in the revenue and expenses included in the consolidated statement of activities.

USE OF ESTIMATES IN THE PREPARATION OF FINANCIAL STATEMENTS - The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

FINANCIAL PRESENTATION - The International Union's consolidated financial statements present its net assets, revenues, expenses, gains and losses, classified between unrestricted, temporarily restricted, and permanently restricted based on the existence or absence of donor-imposed restrictions.

NOTE 3. TAX STATUS

The International Union is exempt from Federal income taxes under Section 501(c)(5) of the Internal Revenue Code, except on any income derived from activities unrelated to its exempt purpose.

Income taxes on net earnings are payable by the Teamsters National Headquarters Building Corporation pursuant to the Internal Revenue Code. All operating costs of the Corporation are fully reimbursed by the International Union resulting in no net income or loss. Accordingly, no provision has been made for Federal income taxes.

The Hoffa Scholarship Fund and Teamster Disaster Relief Fund are exempt from Federal income taxes under Section 501(c)(3) of the Internal Revenue Code and are reasonably expected to be publicly supported organizations and not private foundations. The Funds are subject to tax derived from unrelated business activities.

The Supplemental Benefits Trust is exempt from Federal income taxes under Section 501(c)(5) of the Internal Revenue Code and is, therefore, not subject to tax under present income tax laws.

NOTE 4. TRADE RECEIVABLES

Trade receivables consist of the following at December 31, 2009:

Per capita and initiation fees	$ 17,890,788
Unsecured notes receivable	422,823
Affinity program	257,904
Other	602,713
	19,174,228
Less allowance for doubtful accounts	(22,202)
	$ 19,152,026

NOTE 5. UNINSURED CASH BALANCES AND INVESTMENT CONCENTRATIONS

The International Union maintains cash equivalents with various financial institutions as of December 31, 2009 totaling approximately $1,940,000 which were not insured by the Federal Deposit Insurance Corporation.

The International Union also maintains cash at a Canadian financial institution, which is insured up to $100,000. As of December 31, 2009, the International Union's cash in the Canadian financial institution in excess of insurance coverage totaled approximately $1,070,000 in Canadian dollars (approximately $1,020,000 U.S. Dollars).

The Hoffa Scholarship Fund maintains all of its cash and cash equivalents at one financial institution. The balance is insured by the Federal Deposit Corporation up to $250,000. As of December 31, 2009 the Hoffa Scholarship Fund's cash in excess of FDIC insurance coverage totaled approximately $841,243.

The Supplemental Benefits Trust maintains its cash at two financial institutions. As of December 31, 2009 the Supplemental Benefits Trust's cash in excess of FDIC insurance coverage totaled approximately $1,149,467.

The Teamster Disaster Relief Fund maintains cash primarily with the same financial institution. As of December 31, 2009 the Teamsters Disaster Relief Fund's cash in excess of FDIC insurance coverage totaled approximately $122,171.

NOTE 6. GRANTS RECEIVABLE

Amounts due under grant agreements with the U.S. Government totaled $1,320,498 and are due to be received within one year.

NOTE 7. INVESTMENTS

The fair value and cost of investments held by the International Union at December 31, 2009 is summarized below:

	Cost	Fair Value
Common stock	$ 3,269,920	$ 3,102,336
Corporate bonds	7,266,195	7,361,759
Government agency securities	4,983	5,009
Limited partnership	49,485,079	50,499,145
Mutual fund	8,795,406	8,884,851
	$ 68,821,583	$ 69,853,100

Investment income for the year ended December 31, 2009 consisted of the following:

	General Fund	Strike Fund	Hoffa Scholarship Fund	Supplemental Benefits Trust	Total
Interest and dividends	$1,149,683	$ 2,084,162	$ 164,569	$ 190,679	$3,589,093
Net realized and unrealized loss on investments	(276,931)	(1,056,384)	(648,296)	1,171,873	(809,738)
Investment expenses	(112,553)	(144,418)	(25,180)	(54,361)	(336,512)
	$ 760,199	$ 883,360	$ (508,907)	$ 1,308,191	$ 2,442,843

NOTE 8. FAIR VALUE MEASUREMENTS

FASB ASC 820, "Fair Value Measurements and Disclosures" establishes a fair value hierarchy that prioritizes inputs to valuation techniques used to measure fair value. The three levels of the fair value hierarchy under FASB ASC 820 are described below:

Basis of Fair Value Measurement

Level 1 - Unadjusted quoted prices in active markets for identical assets that are accessible at the measurement date.

Level 2 - Quoted prices in markets that are not considered active or investments for which all significant inputs are observable.

Level 3 - Prices or valuations that require inputs that are both significant to the fair value measurement and unobservable.

	Fair Value Measurements at December 31, 2009			
	Total	Level 1	Level 2	Level 3
Common stock - all cap value	$ 3,102,336	$ 3,102,336	$ –	$ –
Corporate obligations	7,361,759	41,727	7,298,336	21,696
Gov't Agency securities	5,009	–	–	5,009
Mutual funds - fixed income	8,884,851	2,895,783	5,989,068	–
Limited partnership - fixed income	50,499,145	–	–	50,499,145
	$ 69,853,100	$ 6,039,846	$13,287,404	$ 50,525,850

	Level 3 Fair Value Measurements			
	Total	Gov't Agency securities	Corporate obligation	Limited partnership
Beginning balance	$ 46,566,501	$ –	$ –	$ 46,566,501
Realized gains (losses)	1,829,329	–	(15,450)	1,844,779
Unrealized gains (losses)	2,034,850	(30)	11,018	2,023,862
Purchases	64,003	–	–	64,003
Sales	(24,029)	–	(24,029)	–
Transfers into (out of) Level 3	55,196	5,039	50,157	–
Ending balance	$ 50,525,850	$ 5,009	$ 21,696	$ 50,499,145

NOTE 9. INVESTMENTS IN FIRST TRUST NOTES

The International Union provided loans to affiliates for financial assistance. These loans are secured by real estate and are carried at their unpaid principal balance of $1,298,009. No allowance for uncollectible accounts was deemed necessary as of December 31, 2009.

NOTE 10. PROPERTY AND EQUIPMENT

Property and equipment held by the International Union consists of the following as of December 31, 2009:

Land - headquarters	$ 794,117
Headquarters building	48,769,805
Leasehold improvements	26,000
Furniture and fixtures	5,135,753
Equipment	4,345,520
Data processing equipment	2,758,453
Computer software	4,068,805
Automobiles	91,673
Working in process	2,997,943
	68,988,069
Less accumulated depreciation	(22,124,793)
Net property and equipment	$ 46,863,276

Depreciation expense for the year ended December 31, 2009 was $2,671,036.

NOTE 11. THE TEAMSTER AFFILIATES PENSION PLAN

The Teamster Affiliates Pension Plan (the "Plan") provides defined benefits to eligible officers and employees of the International Union's affiliates.

The General Executive Board elected to curtail the Plan effective December 31, 1994, thus freezing benefits for most participants at the then accumulated level. Effective January 1, 1995, the Plan was amended to allow the affiliates to contribute on behalf of their employees. For those participants whose employer continued to contribute, benefits were not frozen until December 31, 2001. Effective as of January 1, 2002, no additional retirement or other benefit will be accrued under this Plan by any participant of the Plan. Any participation agreement which may have been submitted by an affiliate to, and accepted by, the Trustees of this Plan at any time on or after January 1, 1995 shall be terminated effective as of January 1, 2002 and no contribution shall be accepted by the Trustees from an affiliate on behalf of a participant employed by that affiliate with respect to any period of time beginning on or after January 1, 2002.

Prior to January 1, 2008, the International Union accounted for the Teamster Affiliates Pension Plan in accordance with FASB ASC 715 "Compensation-Defined Benefit Plans". Under the provisions of the Pension Protection Act of 2006, the International Union was able to convert the Plan from a multiple-employer plan to a multiemployer plan. As a result of this conversion, the International Union accounts for the Plan in accordance with FASB ASC 715-80 "Compensation - Multiemployer Plans".

The Plan's consulting actuary will determine the Plan's funding requirement on an annual basis. The funding requirement has been zero since at least 1994. If the consulting actuary determines that a contribution must be made to the Plan, the International Union will determine the method for funding the Plan.

No individual who was initially employed by an affiliate on or after January 1, 2002 was eligible to become a participant of the Plan. No compensation that was received by a participant of the Plan with respect to any period of time beginning on or after January 1, 2002 was considered to be the earnings of that participant for purposes of the Plan. Any periods of credited service and/or vesting service earned by a participant on or after January 1, 2002 shall continue to be used to determine the eligibility of that participant to receive a retirement or other benefit under this Plan but shall not be used to determine the amount of any retirement or other benefit which that participant may otherwise be entitled to receive under this Plan.

The information on benefit costs for the year ended December 31, 2009, as determined by the consulting actuary, is as follows:

Employer contributions	$ –
Plan participants' contributions	
Benefits paid	45,325,325

In computing the funded status of the Plan as of December 31, 2009, the consulting actuary used the following assumptions:

Discount rate	6.00%
Average rate on compensation increases	N/A

The funded status of the Plan as of December 31, 2009, as determined by the actuary, is as follows:

Projected benefit obligation	$ (476,361,503)
Fair value of Plan assets	328,474,679
Funded status	$ (147,886,824)
Accumulated benefit obligation	$ (476,282,834)

The Plan's expected long-term rate of return on assets assumption is 8.00%. As defined in FASB ASC 715, this assumption represents the rate of return on Plan assets reflecting the average rate of earnings expected on the funds invested or to be invested to provide for the benefits included in the benefit obligation. The assumption has been determined by reflecting expectations regarding future rates of return for the investment portfolio, with consideration given to the distribution of investments by asset class and historical rates of return for each individual asset class.

The Plan's overall investment strategy is to invest in securities that will meet or exceed an absolute return of 8.00%. In order to meet its needs, the Plan's investment strategy is to emphasize total return primarily by emphasizing long-term growth of principal while avoiding excessive risk and secondly by achieving returns in excess of the rate of inflation over the investment horizon in order to preserve purchasing power of Plan assets. In general, the Plan's goal is to maintain the following allocation ranges for investments:

Equity securities	55% - 70%
Debt securities	30% - 45%
Cash and equivalents	0% - 5%

The major classes of plan investments at December 31, 2009 are:

	Fair Value
Common stock	$ 54,260,492
Corporate obligations	47,865,052
103-12 investment entity-fixed income	67,507,531
Collective trust fund-equity	146,818,467
Money market mutual funds	13,988,970
Foreign obligations	295,850
	$ 330,736,362

The fair values of common stock, corporate obligations, money market mutual funds and foreign obligations are determined on the basis of quoted prices in active markets (Level 1 inputs). The fair values of the fixed income collective trust fund is determined on the basis of significant other observable inputs (Level 2 inputs), and the fair values of the 103-12 investment entity and certain corporate obligations are based on valuation techniques (Level 3 inputs).

Following is a reconciliation of the fair value of plan assets determined on the basis of valuation techniques:

	Total	103-12 investment entity	Corporate obligations
Beginning balance	$ 72,862,391	$ 72,792,198	$ 70,193
Realized losses	(356,664)	(124,472)	(232,192)
Unrealized gains	3,325,016	2,707,360	617,656
Purchases	2,965,445	2,965,445	–
Sales	(11,451,039)	(10,833,000)	(618,039)
Transfers into Level 3	1,302,945	–	1,302,945
Ending balance	$ 68,648,094	$ 67,507,531	$ 1,140,563

Benefits expected to be paid by the Plan during the ensuing five years and thereafter are approximately as follows:

2010	$ 46,142,963
2011	45,381,328
2012	44,579,629
2013	43,644,110
2014	42,518,231
Aggregate for five years beginning 2015	222,266,261

NOTE 12. RETIREMENT AND FAMILY PROTECTION PLAN

The International Union is the sponsor of the Retirement and Family Protection Plan (the "Plan"), a defined benefit plan that covers the employees of the International Union and the Teamsters National Headquarters Building Corporation (a wholly owned subsidiary). Substantially all of the employees participate in the Plan. Benefits provided by this Plan are determined based on years of service, level of compensation, and date of employment. The International Union pays the full cost of the Plan and annually determines the amount, if any, to contribute to the Retirement and Family Protection Plan based on the advice of consulting actuaries.

The International Union reports in accordance with FASB ASC 715 "Compensation-Defined Benefit Plans." FASB ASC 715 requires that the full funding status of defined benefit pension and other postretirement plans be recognized on the statement of financial position as an asset (for overfunded plans) or as a liability (for underfunded plans).

In computing net periodic pension costs as of January 1, 2009 to be recognized for the year ended December 31, 2009, the consulting actuary used the following assumptions:

Discount rate	6.00%
Average rate of compensation increase	5.25
Expected return on Plan assets	8.00

The information on benefit cost for the year 2009, as determined by the consulting actuary, is as follows:

Employer contributions	$12,582,956
Plan participants' contributions	–
Benefits paid	8,622,015

In computing the funded status of the Plan as of December 31, 2009, the consulting actuary used the following assumptions:

Discount rate	6.00%
Average rate of compensation increases	5.25

The funded status of the Plan as of December 31, 2009, as determined by the consulting actuary, is as follows:

Projected benefit obligation	$(114,538,068)
Fair value of plan assets	73,809,443
Funded status	$(40,728,625)
Accumulated benefit obligation	$(88,025,890)

Amounts recognized in the statement of financial position as of December 31, 2009 consists as follows:

Non-current assets	$ –
Current liabilities	
Non-current liabilities	(40,728,625)

Amounts recognized in net assets as of December 31, 2009 consist as follows:

Transition obligation	$ –
Prior service cost	(24,850)
Net loss	29,852,550
	$ 29,827,700

Net periodic benefit cost	$ 12,913,122

Other changes in Plan assets and benefit obligations recognized in net assets as of December 31, 2009:

New transition obligation	$ –
New prior service credit	–
New net gain	(7,056,473)
Amortization of transition obligation	–
Amortization of prior service cost	(290,534)
Amortization of net loss	(2,892,382)
Total recognized in net assets	$ (10,239,389)
Total recognized in net periodic benefit cost and net assets:	$ 2,673,733

The amounts that will be amortized from net assets into net periodic benefit cost over the next fiscal year are:

Transition obligation	$ –
Prior service cost	275,133
Net loss	1,807,342
	$ 2,082,475

The Plan's expected long-term rate of return on assets assumption is 8.00%. As defined in FASB ASC 715, this assumption represents the rate of return on Plan assets reflecting the average rate of earnings expected on the funds invested or to be invested to provide for the benefits included in the benefit obligation. The assumption has been determined by reflecting expectations regarding future rates of return for the investment portfolio, with consideration given to the distribution of investments by asset class and historical rates of return for each individual asset class.

The Plan's overall investment strategy is to invest in securities that will meet or exceed an absolute return of 8.00%. In order to meet its needs, the Plan's investment strategy is to emphasize total return primarily by emphasizing long-term growth of principal while avoiding excessive risk and secondly by achieving returns in excess of the rate of inflation over the investment horizon in order to preserve purchasing power of Plan assets.

Effective October 2009, the Plan's goal is to maintain the following allocation ranges for investments:

Fixed income securities	95% - 100%
Cash and equivalents	0% - 5%

Prior to October, 2009, the Plan's goal was to maintain the following allocation ranges for investments:

Equity securities	60% - 80%
Fixed income securities	30% - 40%
Cash and equivalents	0% - 5%

At December 31, 2009 the Plan was in the process of transitioning its investment portfolio from the prior asset allocation to the current asset allocation.

The major classes of plan investments at December 31, 2009 are:

	Fair Value
Common stock	$ 22,151,645
Corporate obligations	8,066,126
103-12 investment entity-fixed income	13,818,906
Collective trust fund-fixed income	18,032,864
Money market mutual funds	8,602,089
Foreign obligations	45,750
	$ 70,717,380

The fair values of common stock, corporate obligations, money market mutual funds and foreign obligations are determined on the basis of quoted prices in active markets (Level 1 inputs). The fair values of the fixed income collective trust fund is determined on the basis of significant other observable inputs (Level 2 inputs), and the fair value of the 103-12 investment entity and certain corporate obligations are based on valuation techniques (Level 3 inputs).

Following is a reconciliation of the fair value of plan assets determined on the basis of valuation techniques:

	Total	Corporate obligations	103-12 investment entity - fixed income
Beginning balance	$12,752,376	$ 9,623	$ 12,742,753
Realized losses	(74,167)	(74,167)	–
Unrealized gains	629,431	114,680	514,751
Purchases	561,402	–	561,402
Sales	(120,396)	(120,396)	–
Transfers into Level 3	143,281	143,281	–
Ending balance	$13,891,927	$ 73,021	$ 13,818,906

The International Union's expected contribution to the Plan for the year ended December 31, 2010 has not yet been determined. Benefits expected to be paid by the Plan during the ensuing five years and thereafter are approximately as follows:

2010	$ 10,209,297
2011	10,862,866
2012	11,061,217
2013	11,075,464
2014	11,626,917
Aggregate for five years beginning 2015	63,058,612

NOTE 13. TEAMSTERS NATIONAL 401(K) SAVINGS PLAN

In 1996, the International Union entered into a trust agreement to participate in the Teamsters National 401(k) Savings Plan (the Plan). Beginning in April 1997, employees of the International Union who have completed 30 days of service may contribute to the Plan through payroll deductions. Participants may contribute up to 89% of their pretax salaries up to the maximum prescribed by law and an additional 5% of after-tax salaries. The International Union, as a Plan sponsor, does not contribute to the Plan and assumes no liability for the Plan's administrative costs.

NOTE 14. RELATED ENTITIES

The International Union has various related entities not included in the consolidation, which include a political and education fund (a separate, segregated fund of the International Union), two defined benefit pension plans, a defined contribution pension plan, a legal defense fund, and a voluntary employee benefits trust. These entities, as well as the Strike and Defense Fund, Supplemental Benefits Trust, Teamster Disaster Relief Fund and James R. Hoffa Memorial Scholarship Fund, Inc., which are included in the consolidated financial statements, and amounts due to (from) the International Union at December 31, 2009 are as follows:

Strike and Defense Fund	$ 147,459
Teamster Affiliates Pension Plan	(4,683)
Retirement and Family Protection Plan	(1,058)
Voluntary Employee Benefits Trust	322,481
Supplemental Benefits Trust	434,000
Teamsters National 401(k) Savings Plan	17,421
Total	$ 915,620

The International Union absorbs the administrative costs applicable to the operations of these related entities. All but the political and education fund, Teamster Disaster Relief Fund and James R. Hoffa Memorial Scholarship Fund reimburse the International Union for those administrative costs through cost sharing arrangements.

NOTE 15. POSTRETIREMENT BENEFITS

The International Union provides life insurance benefits for retired employees meeting the requirements of a normal pension or becoming disabled and receiving a disability pension. Spouses and dependent children of these retirees are also eligible to participate. In addition, certain spouses and dependent children of deceased active employees are eligible to participate in the plan.

In accordance with applicable accounting standards, the International Union has recognized a liability of $524,550 which represents the actuarially calculated accumulated benefit obligation. The accumulated benefit obligation represents the present value of future premiums to be paid by the International Union calculated using various assumptions for matters such as mortality and discount rate. The total recognized in net periodic benefit cost and other comprehensive income for the year ended December 31, 2009 totaled $(6,747).

NOTE 16. ACCRUED LEAVE

In compliance with FASB ASC 710-10-25 "Compensated Absences" the International Union has established a liability of $2,978,312 representing accumulated future absences of its employees through the year ended December 31, 2009, which is included under "accounts payable and accrued expenses" in the consolidated statement of financial position.

NOTE 17. COMMITMENTS AND CONTINGENCIES

The International Union is involved in litigation arising in the normal course of operations. Some of the litigation involves matters common to any organization of comparable size, including personnel, employment, contract, and trademark issues.

Other litigation relates to the International Union's status as a labor organization. Much of this latter litigation is strategic, pursued by employer's intent on pressuring the International Union with respect to its conduct as a bargaining representative pursuing better wages, hours and working conditions for the members of the International Brotherhood of Teamsters.

None of the litigation involves any substantial liability on the part of the International Union. Accordingly, no provision for any liability that may result upon final adjudication of any pending litigation has been made in the accompanying consolidated financial statements.

NOTE 18. AFFINITY PROGRAM

The international Union entered into agreements with HSBC Finance Corporation (HSBC) and GMAC Insurance Company (GMACI) under which royalty payments are received. The International Union assigned any and all rights and interests it may have related to these royalties to the Trustees of the International Brotherhood of Teamsters Supplemental Benefits Trust.

The agreement with HSBC provides that HSBC will pay royalties in exchange for the right to use the International Union's intangible property including name, logo, and membership lists, in connection with the marketing of credit cards and other financial products to members of the International Union. Under this agreement, HSBC has agreed to pay the International Union certain royalties commencing as of September 1, 2007, in part to ensure that the International Union will continue to maintain its credit card and loan program with HSBC at least until the agreement's scheduled expiration date of February 28, 2019. This agreement will renew automatically for successive periods of one year each unless the International Union or HSBC notifies the other party of its intent not to renew the agreement at least twelve months prior to February 28, 2019.

The agreement with GMACI provides that GMACI has the exclusive rights to market and sell insurance coverage to International Union members in exchange for a fee of 3% of the direct written premium on policies underwritten for the plan by GMACI. The fees represent reimbursement for administrative expenses incurred by the International Union, list management services in connection with marketing the insurance plan and for the use of the International Union name and logo.

The Supplemental Benefits Trust also has an agreement with Nu Travel and a joint agreement between the International Union and Affinity Financial Corporation under which royalty payments are received.

NOTE 19. LEASES

The International Union leases office equipment, office space, and residential space. Monthly lease and maintenance payments are allocated to program expenses in the consolidated statement of activities. Lease obligations under noncancelable operating leases are as follows:

Year ending December 31, 2010	$ 658,476
2011	438,414
2012	360,330
2013	232,663
2014	109,580
Total	1,799,463
Thereafter	34,493
	$ 1,833,956

Rental payments totaled $1,219,446 for the year ended December 31, 2009.

NOTE 20. RESTRICTIONS ON NET ASSETS

Temporarily restricted net assets in the General Fund as of December 31, 2009 resulted from contributions from local union members, local unions and other affiliates for member-to-member communications through a newly created Field Action Fund run by the International Union. At December 31, 2009 temporarily restricted net assets consisted of $675,505 for these activities.

NOTE 21. ORGANIZING ACTIVITIES

As a result of actions taken at the 2002 Special Convention, ten percent of the annual per capita tax received by the International Union, exclusive of per capita tax received for Canadian members, is allocated for organizing activities. Allocation of funds to organizing activities for the Brotherhood of Locomotive Engineers and Trainmen Division, Brotherhood of Maintenance of Way Employees Division and the Graphic Communications Conference are governed by the applicable merger agreements.

NOTE 22. LOAN PAYABLE

During the year ended December 31, 2009 the International Union entered into a loan agreement (line of credit) and executed a promissory note with Wachovia Bank to borrow amounts up to $22,000,000. Interest is due monthly on the outstanding balance of the note and the principal payment is due by December 31, 2010. As of December 31, 2009, the outstanding principal balance due on the note was $18,678,714 at a variable interest rate of .68090%.

Interest expense totaled $120,770 for the year ended December 31, 2009.

NOTE 23. RISKS AND UNCERTAINTIES

The International Union holds diversified investments which are exposed to various risks including economic, interest rate, market, and sector. Such risks could cause material near term fluctuations in the market value of the investments as reported in these financial statements.

NOTE 24. SUBSEQUENT EVENTS

The Board of Trustees and management have evaluated subsequent events through July 9, 2010, the date the financial statements were available to be issued, and they have been evaluated in accordance with FASB ASC 855-10-05.

ELECTION SUPERVISOR'S REPORT No. 3

RULES APPROVED; DELEGATE ELECTIONS; CANDIDATE ACCREDITATION; PROTESTS

Rules Approved. On August 23, 2010, the United States District Court for the Southern District of New York approved the proposed Rules for the 2010-2011 IBT International Union Delegate and Officer Election without change. The *2011 Rules*, deemed effective as of May 1, 2010, continue in effect. The Office of the Election Supervisor ("OES") will prepare and distribute copies of the approved *2011 Rules* in English, French and Spanish versions, and expects to have them available before the start of the main season for delegate nominations and elections. Until those are ready, use the version of the proposed *2011 Rules* available for download at www.ibtvote.org. Call or write to OES if you would like get a copy of the *2011 Rules* by mail.

Delegate Elections. Delegate elections have started. A few IBT locals that represent employees in seasonal agricultural employment have already held nomination meetings and elections. Additional elections are scheduled this fall for some locals concurrent with their officer elections.

By now, each Local, GCA or System Federation should have filed an election plan detailing the critical dates and procedures for the nomination and election of convention delegates and alternate delegates. OES will complete approval of those plans before the start of main election season. To check whether a plan has been submitted or approved, or to check the date, time and place of any nomination meeting or ballot count, go to www.ibtvote.org, click on the "Delegate Elections" link and then on the "Dates, Times and Places" links.

Almost all local union delegate nominations and elections will be held between January and May 2011 – the months leading up to the 28th IBT International Convention where International officer candidates will be nominated. The delegate elections are a prime forum for members to make their views on current issues and IBT policy known to leaders of the union. Find out about the delegate elections, get involved, and be part of the discussion in your Local, GCA or System Federation.

Candidate Accreditation. Candidates for International office who wanted the right to publish campaign literature in the October 2010 issue of *Teamster* magazine and to obtain a union membership list for use in campaigning had to submit, by August 31, 2010, petition signatures of at least 2.5% of all IBT members eligible to vote for the office being sought. Twenty-one candidates submitted accreditation petitions by the deadline; the signatures were checked, verified and counted by OES; and all of those candidates were accredited. There is time for additional candidates to seek accreditation: petitions may be submitted through December 15, 2010. Candidates accredited as of that date will have the right to publish literature in the February 2011 IBT magazine, and will also have access to the union membership list for use in campaigning.

Protests. To date, OES has received 36 protests and has disposed of 31 of them in 25 decisions. Of the 25 decisions issued, the Election Supervisor found *2011 Rules* violations and ordered remedies in 15. In protests where the violation found involved the improper use of union resources to campaign for a candidate, the Election Supervisor's remedy has included directing that the union make resources available to competing candidates. For an example, see *Halstead*, 2010 ESD 8 (July 26, 2010).

Final protest rulings, including a summary of the protest, the investigation, the decision, and any remedy, are posted on www.ibtvote.org as they issue.

Change in Candidate Status. C. Thomas Keegel, the IBT General Secretary-Treasurer, had declared his candidacy for re-election and, in April 2010, had signed a slate declaration with two other candidates. Mr. Keegel announced his withdrawal from candidacy on July 15, 2010, and confirmed that he will not accept nomination at the 2011 IBT International Convention for any International Office. *In re Gegare, Slawson & Zuckerman, 2010* ESD 10 (July 27, 2010).

Contact the OES to get more information about any aspect of the election procedures.

Richard W. Mark
Election Supervisor

WWW.IBTVOTE.ORG

The Teamsters Local 1035 Hartford Distributors Memorial Fund is raising money for those most closely affected by the tragic killing of eight innocent workers, including seven Teamster members.

Please send donations to:

Teamsters Local 1035 Hartford
Distributors Memorial Fund
c/o Teamsters Local Union 1035
400 Chapel Road, 2-B
South Windsor, Connecticut 06074

Show Your *SOLIDARITY*

INTERNATIONAL BROTHERHOOD OF TEAMSTERS NOVEMBER/DECEMBER 2010

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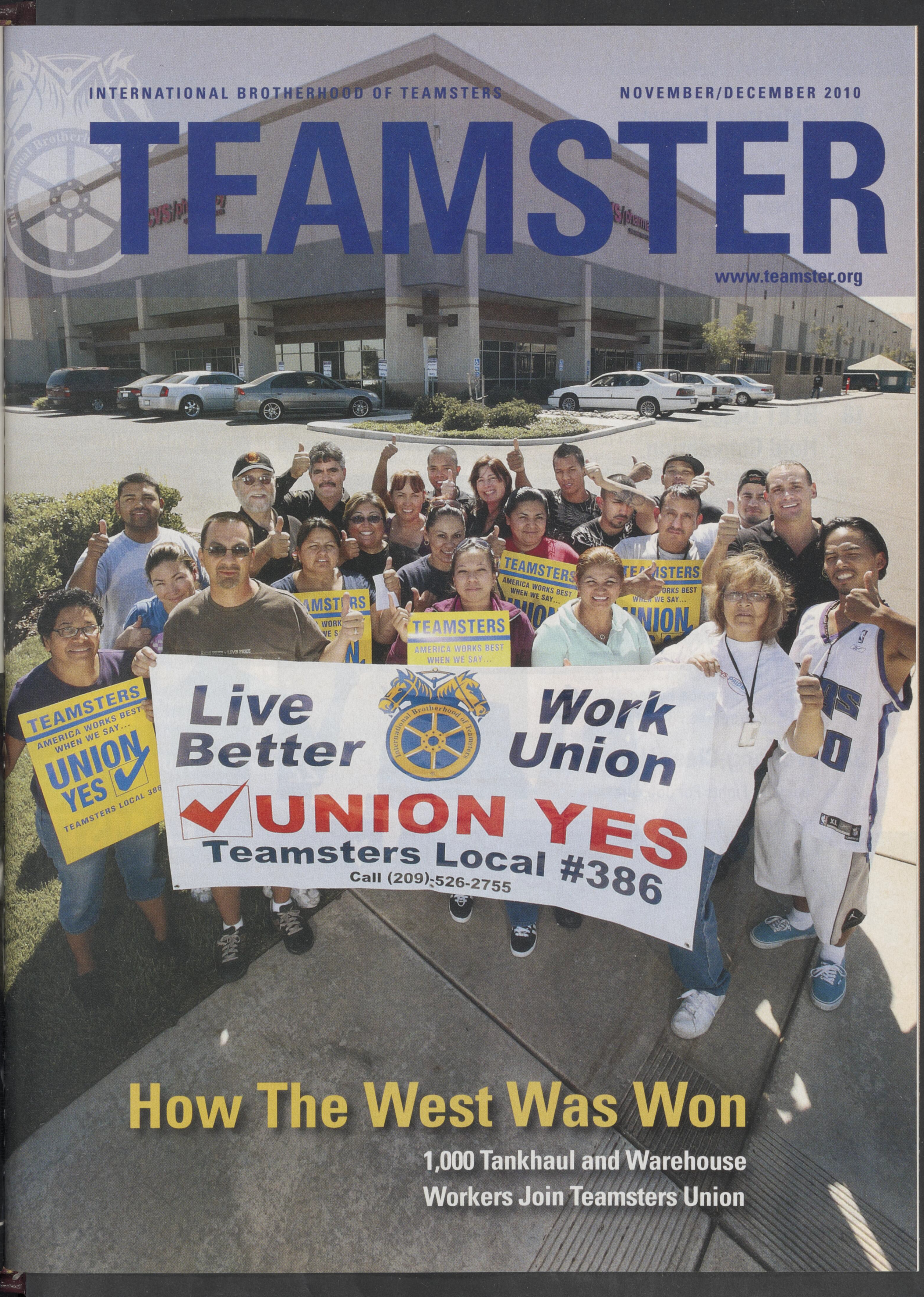
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How The West Was Won

1,000 Tankhaul and Warehouse Workers Join Teamsters Union

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CUE TEAMSTERS
No UC

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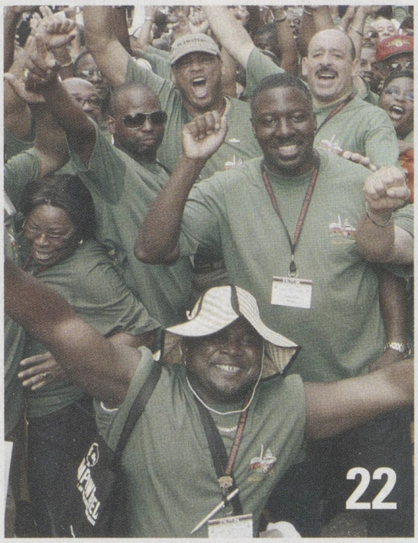

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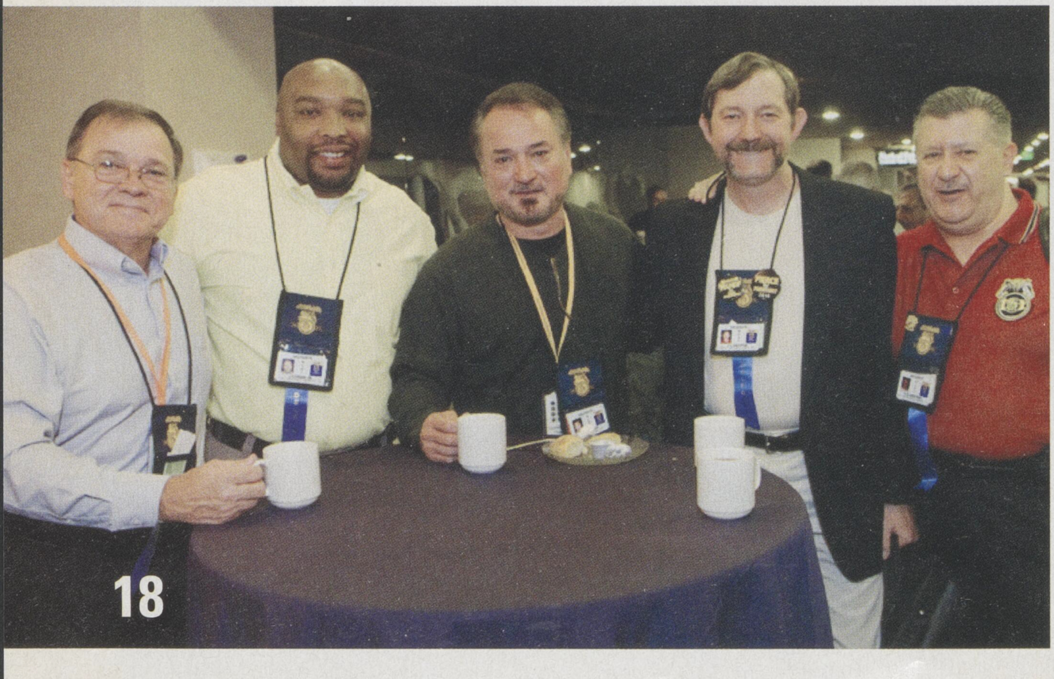

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TEAMSTER
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International Brotherhood
of Teamsters
25 Louisiana Avenue, NW
Washington DC 20001-2198
202-624-6800

The Teamster (ISSN 1083-2394) is the official publication of the International Brotherhood of Teamsters, 25 Louisiana Avenue, NW, Washington DC 20001-2198. It is published six times a year in January/February, March/April, May/June, July/August, September/October, November/December. Periodical postage paid at Washington, DC and at additional mailing offices.

NOVEMBER/DECEMBER 2010 / VOLUME 107, NO. 6

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Postmaster: Send address changes to The Teamster, Affiliates Records Department, 25 Louisiana Avenue, NW, Washington, DC 20001-2198. Subscription rates: $12 per year. Single copies, $2. (All orders payable in advance.) Members should send address changes to their local union.

Corporations Vs. Working Americans

A MESSAGE FROM GENERAL PRESIDENT JAMES P. HOFFA

If you understand politics as a battle between liberal and conservative, then you don't understand politics at all. The central political battle today is between the corporations on one side and the little guy on the other.

The fight is about whether the government should protect corporate power to enrich a few billionaires, or restrict corporate power to protect the liberty and property of the average American.

I'll tell you who is winning: It isn't the little guy.

FedEx's Bailout

Corporate power explains why the U.S. hasn't made the transformation to renewable energy. It's why we can't trust our food, drugs or toys to be safe. It's why we're struggling to develop new industries. It's why workers' wages have stagnated or fallen over the past decade and why so many families are losing their homes.

It's why so many jobs moved offshore so quickly. U.S. multinationals now employ one-third of their work force overseas.

Here's an example of corporate power at work: FedEx has held up a funding bill for the Federal Aviation Administration. The company's billionaire chief executive, Fred Smith, hates a provision that would put FedEx back under the same labor law as his competitors. So FedEx's army of lobbyists have held up funding for the entire agency that runs the nation's airspace.

Fred Smith is devious about masking his agenda. He claims his competitor is seeking a bailout—when it's FedEx that has long enjoyed special government treatment. Similarly, corporations have been wily about disguising their plans to further concentrate their wealth and influence. They're adept at creating phony populist groups that claim to support individual freedom.

Corporate Billionaires

For all our members who believe in individual freedom and smaller government, I have a message for you. Concentration of wealth in too few hands will lead to extraordinary abuses of power and the destruction of your property and liberty.

It's the banks, not the government, that are taking people's homes away from them without even making sure they have the right to foreclose on them. The corporate billionaires will say the banks can correct their own behavior. The little guy will say the government needs to make sure they don't do it again. It makes no sense to describe one as "liberal" and the other as "conservative." It's the many of us vs. the few of them.

James P. Hoffa

Health Care Reform

Implementation Of Landmark Health Bill Benefits Teamsters

Many Teamsters will soon be able to take advantage of the historic health care reform legislation that President Obama signed into law on March 23.

For most insurance plans, parents will be able to keep their children up to age 26 on their policy beginning sometime this year.

"This is good news for many Teamster families who worry about health insurance for the young adults in the family," said Jim Hoffa, Teamsters General President. "Health care reform is good for our country in the long run, because it will help control costs and strengthen our economy. But it is also bringing immediate benefits to working families."

Starting no later than January 1, 2011 for most plans:

- Parents will be able to keep adult children on their policy to age 26. Many employers are making this change before January 1, 2011. The federal government recently issued regulations on the requirements for employers and insurers to provide coverage to young adults up to age 26.
- Insurance companies will no longer be able to deny coverage to children with pre-existing conditions.
- Insurance companies will not be able to cancel a person's coverage if they get sick.
- A $250 rebate will be given to Medicare beneficiaries who hit the gap under their Medicare Part D prescription drug coverage in 2010.

The U.S. Department of Health and Human Services is working furiously to implement these changes and many details still need to be ironed out.

As more information about health care reform becomes available, it will be posted on the Teamster website teamstersforhealthcarereformnow.org.

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2D97
STAR WAGGONS

Hollywood Drivers Approve New Agreement

Two-Year Pact Receives 97 Percent Approval

After contentious negotiations that went down to the wire, Local 399 in Hollywood, Calif. reached an agreement for a new two-year contract for the 3,200 motion picture and television production drivers, averting a work stoppage that could have crippled the industry.

Despite a disagreement on the annual wage increase, the union and the Alliance for Motion Picture and Television Producers (AMPTP) were able to hash out a contract that satisfied both sides and included important gains for the membership while recognizing the impact the economy has had on the industry.

"We received significant enhancements in certain areas that our members wanted," said Leo Reed, Secretary-Treasurer of Local 399. "We were a week out from the contract's expiration date and both sides knew what a work stoppage would do to an industry that was already reeling from this economy."

Making Gains

While the union accepted a 2-percent wage increase per year rather than the 3-percent they initially were looking for, gains in meal pay for off-production drivers, payment for drivers licenses and medical card renewal, and a 1.6 percent hike in benefits, helped round out a strong contract.

"I felt it was a very good contract, we got what we wanted," said Nick Davis, a 25-year driver and member of Local 399. "Everyone was happy that we were able to avert a strike. Since he started in 1988, Leo has always negotiated good contracts for us and we organized like never before. He cares about the members—he's like a hero to us."

Local 399 was also able to maintain the $8 million cap for low-budget productions. This allows the Teamster drivers to receive their standard rates when film and television productions budgets hit $8 million. In contrast, the International Alliance of Theatrical Stage Employees (IATSE) contract has a much higher cap of $12 million.

"Our members understand the situation," Reed said. "We were able to negotiate the best deal possible for them and the 97 percent approval by our drivers speaks directly to that."

Building Alliances for the Future

Another key result of the negotiations was the alignment of the contact's expiration date with the IATSE's pact for the 15 locals that represent the below-the-line crew members on productions. This means on July 31, 2012, the AMPTP will face the combined bargaining power of both IATSE and the Teamsters Union.

Reed said that this was a direct result of the improved relationship between the two unions since Matthew Loeb took over as national president of IATSE.

"We have really come together in union solidarity since President Loeb took over," Reed said. "He understands that we are stronger when we stand together and it shouldn't matter what union we are members of—we are all brothers and sisters fighting the same battle."

Teamsters Continue Haitian Aid

Local 769 Still Actively Assisting Quake Victims

The camera crews and TV anchors may be gone, but that doesn't mean devastation from Haiti's 7.0 earthquake is over.

Though it has been nearly a year since the earthquake struck, much of Haiti is still in shambles. Those who lost their homes live in tent cities and continue to rely on donations for basic necessities including water, first aid kits and clothes. Makeshift roads have been built to skirt around piles of rubble still on the ground, making travel difficult.

In spite of the destruction, citizens of the island nation are doing what they can to rebuild their lives—and Miami's Local 769 is helping.

Since January, the local has been working with nonprofit groups to collect and distribute donations. Already, a number of shipping containers holding everything from bed sheets to diapers have made their way to Haiti, including a container shipped in June holding 50,000 pounds of supplies. Accompanying it was David Renshaw, Local 769's Human Rights Commission representative.

Completely committed to the people of Haiti, in June, Renshaw traveled to Port-au-Prince with a nonprofit group called Life Impact. Together, Renshaw, translators and members of Life Impact reached out to Haitians with help, smiles and the shipped goods, which were donated by Teamsters, church groups and other organizations.

During a four-day trip, Renshaw visited tent cities, assisted Haitian children with new prosthetic limbs and served hot meals to those who were hungry. The experience is not one he will forget anytime soon.

"When I think about the things I saw, I sometimes still have to catch my breath," Renshaw said. "I can show you photos or tell you stories, but nothing compares to experiencing the sites, the sounds, the smells of a nation living in rubble."

For more of this story, visit teamstermagazine.com/teamsters-continue-haitian-aid.

California Waste Victories

Republic Teamsters Show Meaning Of 'An Injury To One Is An Injury To All'

Two groups of Local 350 members in Daly City, Calif., who work for the waste company Republic Services, made strong contract gains recently by standing side by side.

About 30 clerical workers at Republic Services in San Mateo now have a strong Teamster contract—their first contract—thanks to their determination and the solidarity shown by their co-workers.

Another group of Local 350 members at Republic's Ox Mountain Landfill also made important gains. The Ox Mountain group of workers struck for two days and their picket lines were honored by the hauling station workers, who have long been Teamsters, and the clerical workers who were negotiating their first contract with Local 350.

The company tried to divide the clerical workers by offering less to the female office workers. When management saw more than 300 workers determined to stay strong, they came back to the table ready to settle.

DO NOT PATRONIZE
OX MOUNTAIN UNFAIR TEAMSTERS LOCAL 350
OX MOUNTAIN UNFAIR TEAMSTERS LOCAL 350

The Ox Mountain Landfill members won solid wage and pension increases, benefit protections and pension language that prevents the company from taking potential surcharges out of their pay. The clerical workers won their first contract with a streamlined pay scale that delivers significant increases on par with those won by male workers, and additional days off. Both groups have full maintenance of their health and welfare and retiree health care benefits.

"This was a significant victory," said Bob Morales, Local 350 Secretary-Treasurer. "We now have strong contracts throughout these facilities, and it couldn't have been done without the commitment and unity of the members."

RISING SUCCESS

Teamster bakery workers with Nickles Bakery in Ohio recently voted overwhelmingly, 237-17, to ratify a four-year agreement, providing for numerous improvements to their working conditions.

"The communication between the Teamsters and the company was flawless and we made out really well in this contract," said Paul Bracken, a Local 92 shop steward and transport driver in Navarre.

The four-year contract includes:

- Increases of $30 over the term of the four-year agreement for route sales drivers (which includes increases of $5, $5, $10 and $10 in each respective year of the contract to the drivers' weekly base pay rate); $0.35 per hour across-the-board increases for hourly employees; and $0.45 per hour across-the-board increases for the transport drivers;
- Breakdown pay for the first time ever for all route sales drivers and transport drivers;
- Increases in transport drivers' weekly guarantee to 45 hours per week, with time-and-a-half after 40 hours, along with eight hours straight time pay for any dock pick up, which will rotate through the seniority list as it happens;
- Improvements in health care to nearly 100 percent coverage for all workers; and
- Maintenance of pensions.

The locals involved in the negotiations were Teamster locals 20, 40, 52, 92, 114, 284, 377, 637, 908 and 957. The negotiations were chaired by the Teamsters National Bakery and Laundry Conference Chairman Dave Dudas.

"In these hard economic times, the 10 Teamster locals in Ohio did an outstanding job in negotiating the Nickles Bakery agreement. Chairman Dudas kept me posted through the whole process of negotiations with Nickles and did an outstanding job for all the Nickles members in Ohio," said Dennis Raymond, Director of the Teamsters Bakery and Laundry Conference.

"The committee stuck together and we stood our ground," Dudas said. "We're very happy with this contract."

Gary Maddy, a transport driver in Navarre, was impressed by the solidarity of his fellow Nickles Bakery Teamsters.

"Everybody in the state stuck together to hash this out. The vote sends a pretty strong message that we are happy with what we got," Maddy said.

"This was the best contract we ever negotiated. We received many gains, like holiday pay increases, life insurance benefits and more," said Randy Jacobs, a 14-year route sales driver in Lorain and shop steward with Brook Park-based Local 52. "Overall, it's a great deal for all."

Teamsters March for JOBS

One Nation Working Together Rally In Washington

Hundreds of Teamsters came from around the country to march for jobs and justice at the One Nation Working Together rally on Saturday, October 2.

Carrying bold black-and-orange signs that simply said, "Jobs!" the Teamsters came to show their solidarity with working people from all walks of life.

"The Teamsters aren't afraid to get involved," said Jim Hoffa, Teamsters General President. "We believe that every working person in America should have a good job if he wants one. That's what this is all about."

The march was sponsored by One Nation Working Together, a coalition of unions, human rights groups, religious groups, civil rights groups and environmentalists.

"People who love America made a big effort to be at this march," Hoffa said. "Some of our Teamsters drove all the way from California.

"We've moved too far away from the dream that anyone who works hard and obeys the rules can live a good and decent life," Hoffa said. "We need to reclaim that dream."

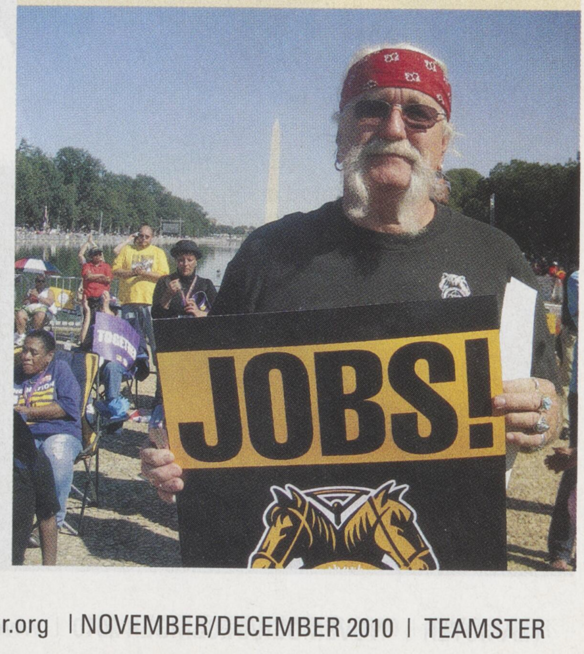

Photo courtesy of Catarina Correia

Two Sheriffs Departments, Food Service Workers Join Local 284

Innovative Joint Council 41 Grant Program Contributed To Successes

It's been a great summer for Local 284 in Columbus, Ohio. Two sheriff's departments in Pickaway and Ross counties voted on the same day to join Local 284, followed soon after by a victory for food service workers at Sodexo.

"We have a great team of people here who worked tirelessly on all these campaigns," said Allen Price, President of Local 284.

"Our local is thrilled to represent all these workers and we welcome them to the Teamsters," said Paul Suffoletto, Secretary-Treasurer of Local 284.

There are 67 members in the bargaining unit at the Ross County Sheriff's Department and 36 members at the Pickaway County Sheriff's Department.

"We were ready for a change in Ross County," said Officer Polly Ackley. "We, along with a growing number of local law enforcement agencies, are eager to work with the Teamsters for the transparency and openness of labor-management negotiations and meetings, increased representation to deter contractual violations and firm support when grievances must be filed. The Teamsters offer the programs and bargaining power of a large union, but are still willing to listen to the concerns of Teamster members at small organizations and to fight for their rights."

Sodexo Victory

Local 284 also won an organizing victory with 30 bargaining unit members at Sodexo Food Service.

"The workers at Sodexo were looking for a union that we could have faith in, dedication and dependability, and that's what we have," said Gary Parker, a Sodexo employee. "And I'm witnessing that right now as they negotiate our first contract."

Local 284 and other locals in Joint Council 41 have been extremely successful in organizing this year. Joint Council 41 President Gary Tiboni credits the success to a program the council started three years ago, where it offered organizing grants of $10,000 per year to its 26 locals to be used for organizing.

"This money helps the locals defray costs for meeting spaces, fliers, T-shirts, anything that is needed for an organizing campaign," Tiboni said. "Most locals don't have this kind of money, and this program has proved so successful that we've increased the grants to $15,000 this year."

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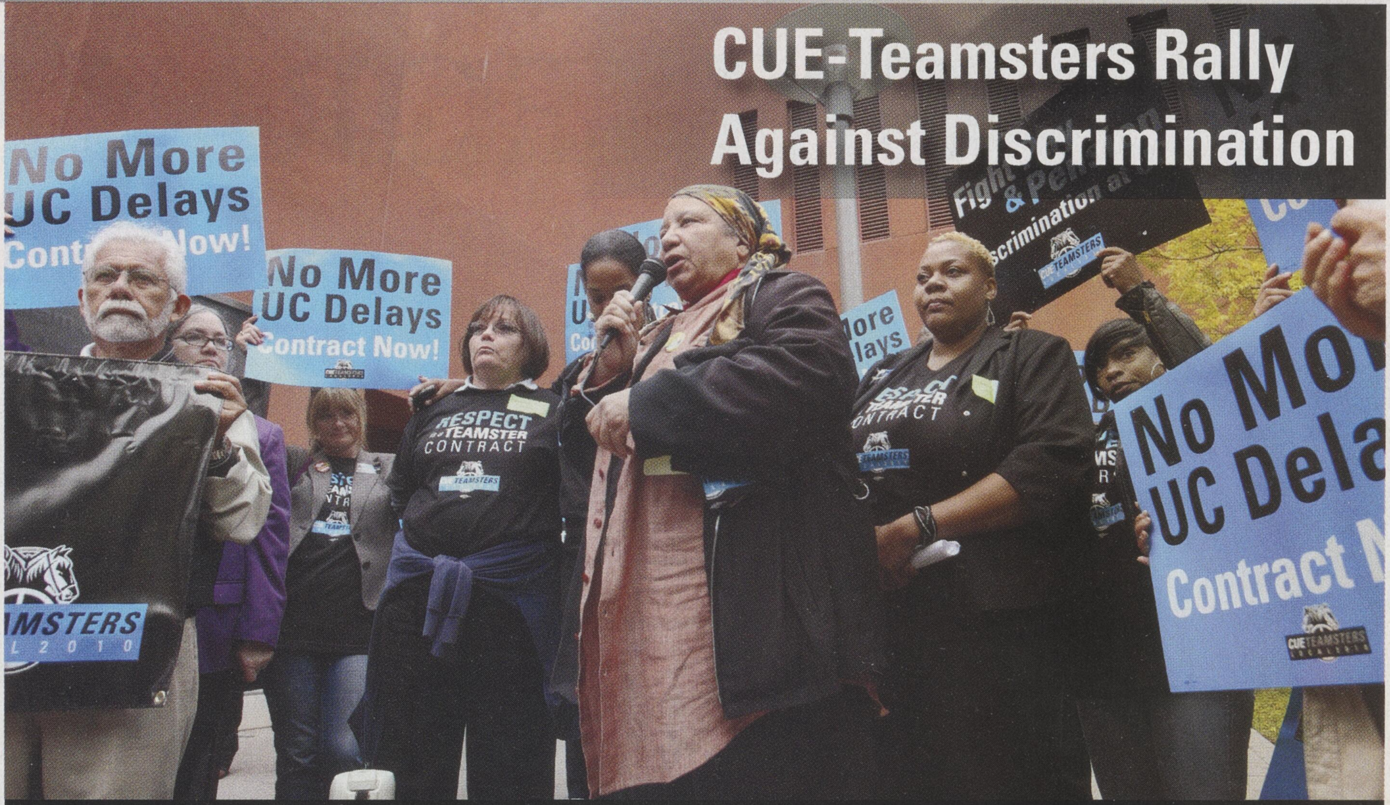
CUE-Teamsters Rally Against Discrimination


No More UC Delays Contract Now!
No More UC Delays Contract Now!
Fight Pay & Pension Discrimination
RESPECT TEAMSTER CONTRACT
TEAMSTERS LOCAL 2010
No More UC Delays Contract Now
CUE TEAMSTERS

Push For Fair Contract At Regents Meeting

Hundreds of CUE-Teamsters Local 2010 members were joined by other Teamster members from across the San Francisco area to rally outside the University of California Regents meeting September 15. The CUE members held the rally to deliver the message that they will no longer stand for pay and pension discrimination.

The 14,000 CUE-Teamster members are employees of the university and work as clerical and administrative assistants at each of the 11 university campuses, labs and medical centers. These employees, most of whom are women and minorities, voted to affiliate with the Teamsters Union this past May. They have been trying to negotiate a contract for more than two years.

"We delivered more than 1,500 petitions to the Regents that were signed by our members who have been waiting for a contract for years," said Anytra Henderson, acting president of CUE-Teamsters Local Union 2010. "Forcing clerical employees to take a net pay cut while you promise wage increases to other groups is unconscionable. You will see us on all your campuses, reminding you, your faculty, your students and your alumni about this pay discrimination, for as long as it takes until our members have a fair contract."

An excerpt of the text of the petition reads: "We are fighting for respect on the job, fair pay and affordable benefits. The University's history of 'salary lags' cannot hide the pay discrimination being forced upon UC women and minorities in the CUE-Teamsters bargaining unit."

Petition Drive

In a period of just three days, more than 1,500 CUE-Teamster members signed petitions pledging to fight for a good contract. The petitions were delivered to the Regents, a 26-member board that governs the University of California, by Anytra Henderson, acting President of CUE-Teamsters Local 2010.

"As I deliver these petitions to you, let me reiterate that forcing clerical employees to take a net pay cut while you promise wage increases to other groups is unconscionable," Henderson said. "CUE-Teamsters are serious. Our members have not had a raise since 2007. We have single mothers, people living in subsidized housing. Yet you, the Regents, think you can give others raises. We refuse to be discriminated against."

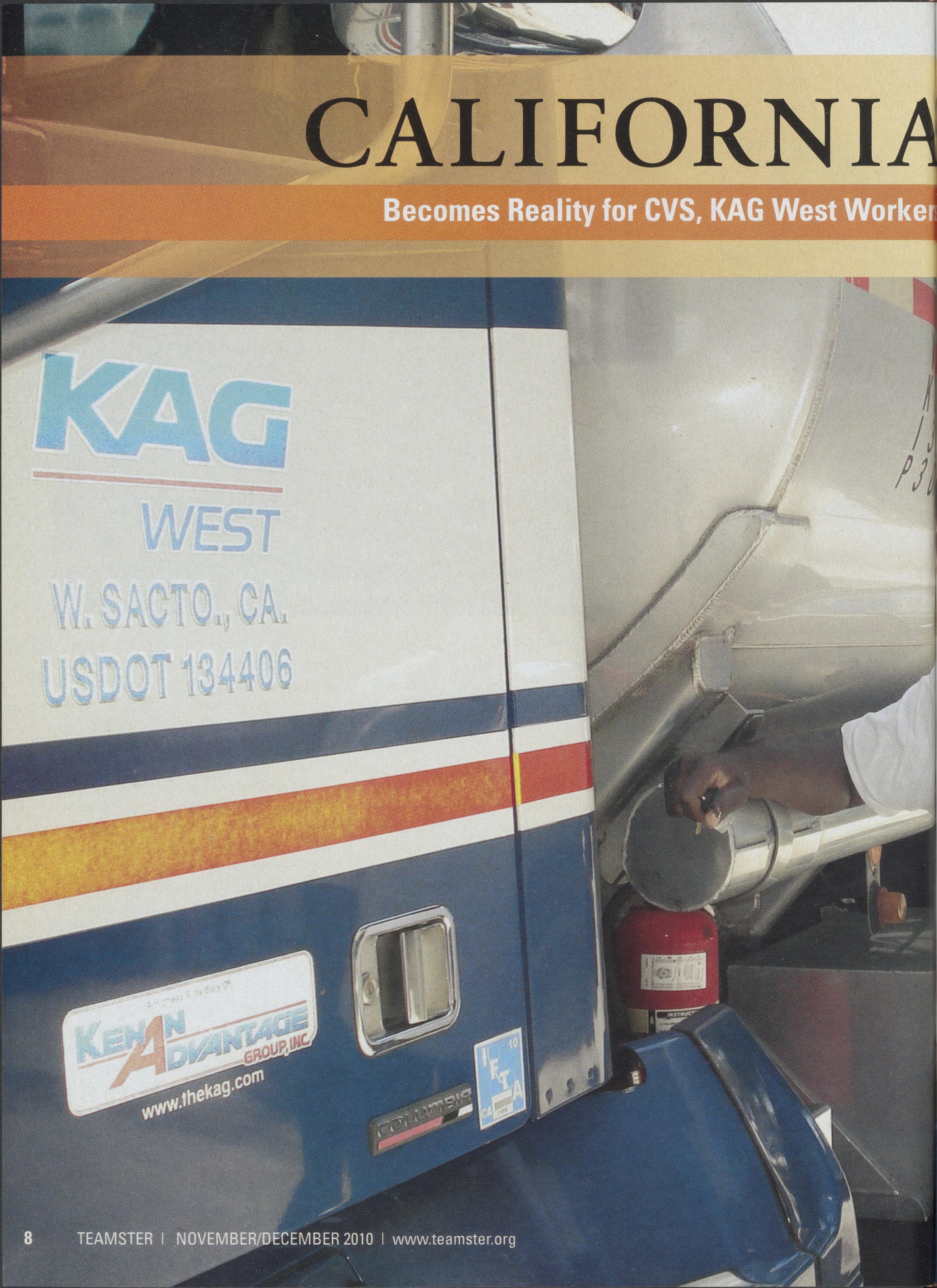
Other groups also spoke out in support of CUE-Teamsters at the Regents meeting and the rally that followed. They were: Bob Samuels, President of the University Council-AFT; Filiberto Gomez, Executive Board member of the UC Student Alliance; Assembly member Tom Ammiano; and Leah Rowell, representing California State Sen. Leland Yee (D).

"We are in front of this train—we won't be left behind," said Amatullah Alaji-Sabrie, CUE-Teamsters' chief negotiator. "The Regents are going to feel 18-wheelers coming down the street because we are CUE-IBT."

CUE-Teamster members work at each of the University of California campuses: Davis, Merced, San Francisco, Berkeley, Santa Cruz, Santa Barbara, Irvine, Riverside, Los Angeles, San Diego and the Lawrence Berkley laboratory.

CALIFORNIA

Becomes Reality for CVS, KAG West Workers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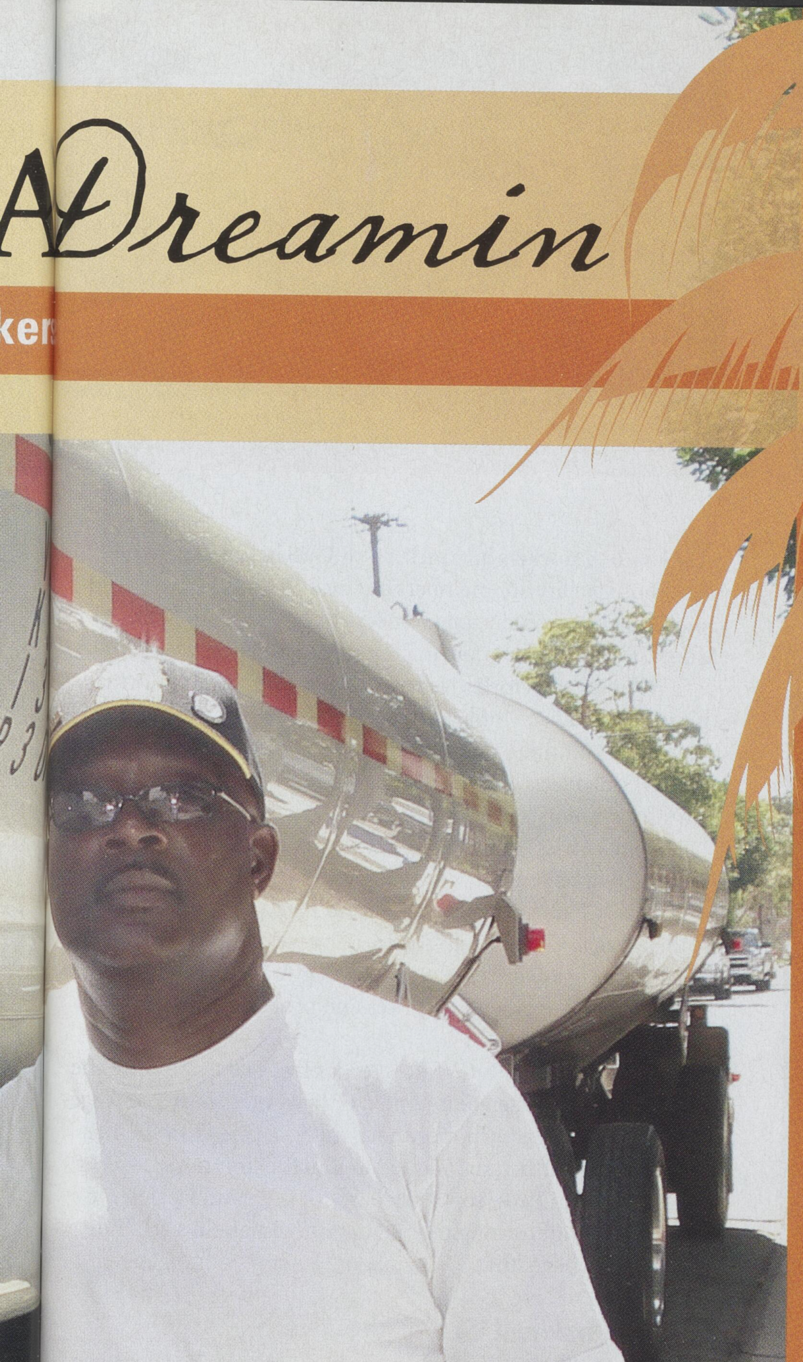


For years, CVS warehouse workers and KAG West tankhaul drivers and mechanics in California have been dreaming about joining the Teamsters. This summer those dreams were fulfilled as nearly 1,000 CVS and KAG West workers became Teamsters.

Photo courtesy of AP

San Bruno Pipeline Explosion

Teamsters from Local 856 played a big part in the rescue and cleanup effort of the huge pipeline explosion that killed eight people and destroyed nearly 40 homes in San Bruno, Calif. A number of Teamsters live in the affected area and one retiree lost his home.

Local 856 represents about 200 public service of in San Bruno. Many of these workers raced to the scene on Sept. 9, when the gas pipeline exploded in this community south of San Francisco.

"Local 856 commends the dedicated service of our city of San Bruno members and members from neighboring cities who were the first responders, including firefighters, police officers, 911 dispatchers, maintenance workers and other city workers who worked tirelessly to ensure public safety," said Joseph Lanthier, Secretary-Treasurer of San Bruno-based Local 856.

Corporal Kevin McMullan with the San Bruno Police Department had just finished his shift with overtime and was on his way to his son's soccer practice when he saw the explosion.

"I immediately went to the scene and myself and other officers immediately started clearing houses," McMullan said. "Some of the officers were giving aid to injured people."

The officers remained on the scene weeks after the explosion providing security for the residents, McMullan said.

"I was really proud to see how the entire city came together," McMullan said.

Peter Finn, Vice President of Local 856, also commended Teamsters from nearby communities who came to the scene to help.

"We're really proud of our public service employees for their dedicated work on behalf of the residents of San Bruno," Finn said. "They perform their jobs exceptionally on a daily basis and they are a great asset to the cities they serve."

Now, 615 stockers and pickers for CVS in the Patterson warehouse facility are members of Local 386 in Modesto. And 368 KAG West workers are members of Local 986 in South El Monte. Both units are now in contract negotiations.

"What great victories we have had in Southern California this year!" said Jim Hoffa, Teamsters General President. "The Teamsters continue to rack up organizing victories in all industries nationwide as workers realize the importance of belonging to a strong union that will give them great representation."

Both victories took a lot of hard work and time, but it was worth it, workers said.

"I was a Teamster in the 1970s and I feel great about being a Teamster again," said Rudy Torres, a five-year employee of KAG West. "Having a Teamster contract will give us more respect and rights. I hate hidden surprises and broken promises from the company."

Rayma Sagapolu, a CVS stocker for five years, said once she realized that Teamster-represented CVS workers near Los Angeles were paying less each month for medical care than she was due to their contract, she wanted to join the union.

"Workers in Patterson work hard for CVS and we deserve good benefits and strong representation," Sagapolu said. "I'm thrilled we will get that."

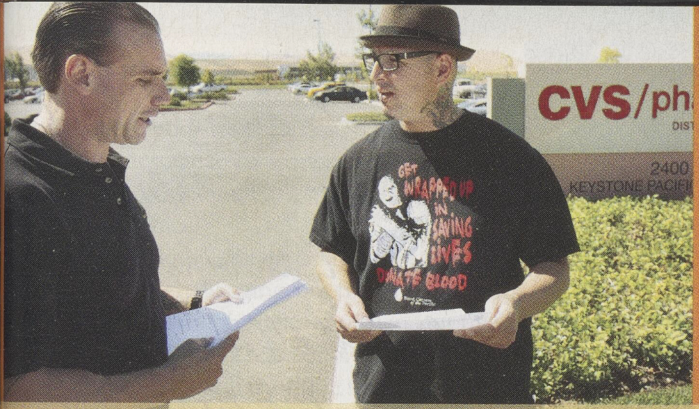
Historic Tankhaul Victory

The victory at KAG West is historic because there has not been a major tankhaul organizing win in years, and it is an important Teamster industry.

"Tankhaul is a core Teamster industry, which makes this such an important organizing victory," Hoffa said. "We will build on this victory and organize more professional tankhaul drivers across the country."

"This organizing victory is important for KAG West employees and the tankhaul industry overall," said Chris Griswold, Secretary-Treasurer of Local 986. "It has been years since we've had a tankhaul organizing victory, and this win is just the beginning. We will move forward with organizing more tankhaul workers and we look forward to negotiating a strong contract for the KAG West workers. This victory is the result of a strong partnership between the International Union and Local 986."

"For the Tankhaul Division, this is a huge victory," said Keith Gleason, Director of the Teamsters Tankhaul Division.



"We will expand this victory into other areas. KAG West is part of the Kenan Advantage Group, the largest petroleum carrier in the nation. This victory shows what Teamsters can do when we all work together. I tip my hat to all the local unions who helped out, the Joint Councils and the International Union's Organizing Department."

Tankhaul Skills Hard to Come By

The KAG West workers drive tanker trucks to deliver bulk petroleum across the region, a challenging and dangerous job. The workers are fighting for fair wages and better benefits that reflect the skills and training they have.

"For the knowledge and services I perform, you can't really put a price on it," Torres said. "Skilled drivers are hard to come by. I put 100 percent into what I do and I enjoy doing it."

The workers formed their union to address several other key issues. The company recently cut the workers' hourly wage by $1.91 and workers want a contract to protect them from such unfair cuts. Workers also want improved safety, to get paid time-and-a-half for working more than eight hours a day or 40 hours per week, and are seeking paid breaks and lunches that workers are entitled to receive. They also want to get paid for all time worked in the service of the employer, and get treated with respect, dignity and fairness by management.

"This victory is for the drivers and mechanics, our families, our rights on the job and our dignity," said Javier Luevano, a driver who has worked at KAG West for about 18 months. "It feels good to be a Teamster."

Chris Delo, a one-year employee, said being a Teamster "is like having extra insurance."

"It feels good to be a Teamster again," said Delo, who was a union member when he worked at another company. "I want security. It's great to have someone represent us."

Workers are tired of being blindsided by the company's unfair, arbitrary decisions.

"They cut our pay and there was nothing we could do about it," Delo said. "With a contract, the company would need to talk to us and prove there was a reason to cut our pay, especially a week before Christmas."

With the Teamsters, workers will have a strong advocate backing them up.

"It will make the company better," Delo said. "Treat workers well and they will treat you well."

The workers' victory has already had a positive impact in the workplace.

"It's a relief—you can feel the relief like a new breath of air," said Avery Scott, who has worked at KAG West for more than seven years. "This victory has made us stronger. You're able to hold your head up higher with pride.

"We have a challenging road ahead with the contract campaign, but the pavement behind is smooth," he said, referring to the worker unity. "We have to remain united to get the job done."

Seeking Fairness

Raul Nevarez, a four-year employee, wants to get paid for all the time he is in service.

"I'd like to see time clocks installed at our facilities," he said. "Right now, we don't get paid until we log in to the computers on the truck. If you wait for work to be dispatched, you can lose 20 minutes of pay or more. We also don't get paid for breaks or lunches. I'd like to get fair wages for what we do. A contract will guarantee our pay."

Nevarez agreed that it's great being a Teamster.

"It feels so awesome—the unity," he said. "We're able to have a voice now. The company understands now that they pushed too far and we are now speaking up."

Driver Ron Lee, a five-year employee, said he and his co-workers perform a high-risk job.

"It's the nature of what we do. A lot can go wrong," he said. "We have lots of qualifications, from background checks to having to have an excellent driving record to having endorsements. It's a dangerous job. You're constantly thinking."

With such skills and training, workers need to get fair pay.

"We don't have paid holidays unless we work, and we don't have paid sick days," Lee said. "We are not paid for all the hours we work. Meanwhile, the company increased our health insurance costs."

Lee also was a Teamster in the late 1980s when he worked at UPS.

"It feels great to be back as a Teamster," Lee said. "In today's environment, companies are very cut-throat. You need strong representation."

The company waged a vicious anti-worker, anti-union campaign in an attempt to dissuade workers. Lee said he and his co-workers remained united and strong because of the

> *"Some of us were treated with respect while others were not, and the rules changed all the time. The bottom line for me was respect. We deserve that."*
>
> **–ABRAHAM MACIEL**
> **CVS workers**

company's poor track record.

"My message to co-workers was, 'They didn't care up to this point. Why should we believe them when they said give us a second chance?'"

Workers know the hard work isn't over. The contract campaign will be challenging, but they are up for it.

"I really thank the fellow brothers out there for what we've accomplished—it's a team effort," Torres said. "We've come a long way and we will continue to work together."

Great Victory at CVS

CVS stockers and pickers at the Patterson facility had to battle for nearly two years to become Teamsters, said Gaylord Phillips, Secretary-Treasurer of Local 386.

"We wanted to hold the election in early 2009 but it wasn't the right time," Phillips said. "It was a frustrating process at times but the workers were so determined and we got it done. Now we are working on getting them a fair contract."

The Patterson workers are the third group of CVS workers the Teamsters have organized in California. The other two groups are represented by Local 952 in Orange.

Phillips gave most of the credit to longtime organizer Ormar Locklear, who retired in 2001 but continued his Teamster work.

"I got a list with all the names and phone numbers of the CVS employees and I just started calling on them," Locklear said. "We got the workers, one by one. It was amazing to me how very little the workers knew about being in a union. We had our work cut out for us."

Hoffa praised the perseverance of Local 386.

"This was a huge organizing victory for Local 386 and they never gave up even when CVS hired union busters to try and make the campaign go away," Hoffa said. "We hope to continue our success with CVS workers in California nationwide."

A month before the election, CVS fired 100 workers, turned around and hired new employees, Locklear said.

"What a dirty trick that was but it did not scare us," Locklear said. "The workers stood tough and now we need to make sure the company never does that again."

Sagapolu was one of the workers who helped Locklear out, and it was tough.

"I never belonged to a union so I thought this would be easy but the company made it hard with a lot of their anti-union activities," Sagapolu said. "But once workers realized that standing together gave them a better chance of being treated fairly, they signed on."

CVS Workers Demand Fairness

Sagapolu said she joined the Teamsters to obtain fairness in the workplace.

"Our rules change on a daily basis," Sagapolu said. "You never know when a rule is going to be enforced or changed, and it's not fair."

Maria Garcia, a CVS worker for three years, said once she found out that Teamster-represented CVS employees near Los Angeles were paying less per month for medical care, she wanted to belong to the union.

"Right now CVS workers in Patterson pay $300 to $400 a month for health insurance while CVS Teamsters near Los Angeles pay $40 a month," Garcia said. "I was floored when I learned that. Those workers do exactly what we do here. The only difference is that they have a Teamster-negotiated contract."

Abraham Maciel was one of the CVS workers who really helped out on the campaign, Locklear said. Maciel said he decided to "put my butt on the line" after seeing his co-workers treated unfairly.

"Managers would treat everyone differently—it just wasn't fair," Maciel said. "Some of us were treated with respect while others were not, and the rules changed all the time. The bottom line for me was respect. We deserve that."

Maciel said the battle to become Teamsters was a tough one.

"Other workers and I would talk to our colleagues one day about the benefits of being a Teamster, only to have CVS managers on the floor every single day being really anti-union," Maciel said. "It was total war the last month, trying to convince everyone how much better off they would be as Teamsters."

"We were subjected to anti-union meetings every week, a lot of anti-union literature, everything was thrown at us," Maciel said. "But we held strong and now we're Teamsters."

Teamsters Rolling Up Organizing Victories

These two big organizing victories in California are among the many wins the Teamsters have racked up this year. In the first nine months of this year, the Teamsters have organized 32,000 workers nationwide in various fields.

"In this uncertain economic time, the Teamsters have managed to accomplish a lot because the mission of a labor union remains the same in any economic situation: making sure the rights of working men and women are protected," Hoffa said.

"The lifeblood of this union is organizing, and our goal is to build a mighty army and we have done that," Hoffa said.

The union's Organizing Department has held 26 boot camps in the past year, which trained 1,600 member organizers. The Teamsters have organizers at every Joint Council and every local union.

"More and more workers are hearing our message: Joining a labor union is the best way to get decent treatment, a living wage, health benefits and retirement security," Hoffa said. "Those things are what it means to be a part of the middle class. Everyone in America is better off if our middle class is strong."

CVS and KAG West workers were thrilled to finally become Teamsters.

"Once the election results were announced, I was nearly speechless," said Sagapolu, one of the CVS workers. "I couldn't believe that after all that hard work, it was over, and we had won. I'm looking forward to being part of the Teamsters Union."

"This victory feels great—our hard work paid off," said Luis Carcamo, a KAG West driver and three-year employee. "We look forward to negotiating a contract that will provide fair wages, respect, and a contract that will give us a brighter future."

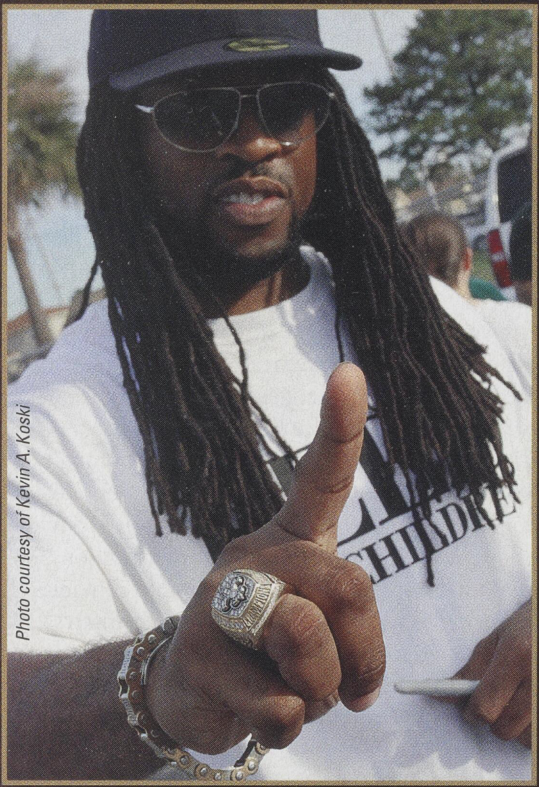


Photo courtesy of Kevin A. Koski

TEAMSTERS
INDIANA

SAVE
SHIPYARD
Avondale

Photo courtesy of Kevin A. Koski

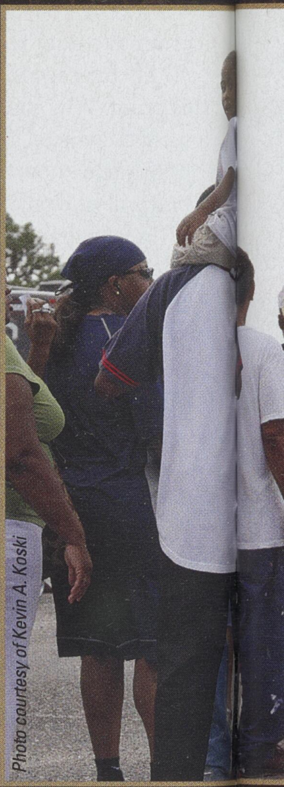


Photo courtesy of Kevin A. Koski

WHEN THE SAINTS GO

Teamster Members Join NFLPA Players for Feed The Children Charity Event

On Sept. 7, the NFL Players Association (NFLPA), Feed The Children and Teamsters from across Louisiana, Texas and Mississippi delivered two tractor-trailers full of food and essentials to families of New Orleans. The food distribution was held at the Franklin Avenue Baptist Church and helped 800 families in need.

More than 40 Teamster volunteers from across the South joined current and former NFL players and their families to help distribute the boxes. One truckload of supplies was delivered by Local 135's truck out of Indianapolis, Ind.

Each family received a 25-pound box of food, a 10-pound box of personal care items and bottled water. The items were designed to help a family for up to one week.

"We would like to thank our union brothers from the NFLPA that joined with the Teamsters to help this worthy cause," said Jim Hoffa, Teamsters General President. "When Hurricane Katrina devastated New Orleans in 2005, our members were some of the first to volunteer to deliver food, water and other essentials to those in need. Our partnership with the NFLPA and Feed The Children continues our union's tradition of giving back to those who are less fortunate."

The distribution is the latest stop on Feed The Children's Americans Feeding Americans Caravan, which has helped more than 135,000 families across the country in cities that have been affected by the nation's economic downturn. The caravan will help at least 200,000 families by the end of 2010.

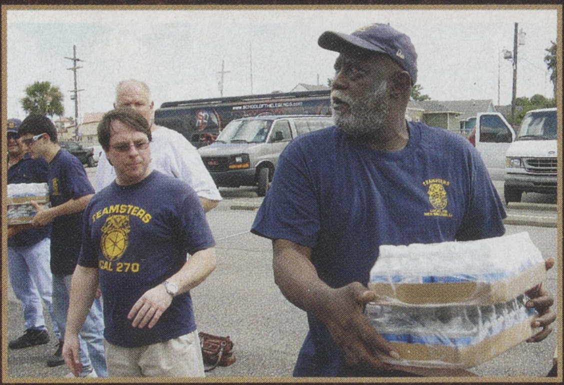
Feed The Children partner agency, Baptist Crossroads Foundation, identified the recipient families and provided volunteers to help families with the boxes.

"We are proud to partner with the Teamsters and Feed The Children to serve the community of New Orleans," said DeMaurice Smith, Executive Director of the NFLPA. "The World Champion Saints have made a tremendous impact on this area in the five years since Hurricane Katrina and after the recent Gulf oil spill. It is our honor to be able to give back to this resilient community as we are here in celebration of the 2010 Kick Off."

Southern Charity

Ken Wood, International Vice President, was proud to join his brothers and sisters from across the region who donated their time for this important cause.

"When you're a Teamster, giving back to the community



MARCHING IN

and helping those less fortunate are as natural as breathing," Wood said. "That is what being part of a union is all about. I was honored to stand shoulder-to-shoulder with all these volunteers from our union and the NFLPA."

Robert Mele, President of Local 988 in Houston, traveled six hours by van with members of his local to New Orleans to lend a hand. The long hours on the road were a small price to pay to help the families.

"Ever since Hurricane Katrina hit, we've had a very strong bond with New Orleans and the people there. When we were asked to assist with this event, it was a no brainer—we knew we had to help," Mele said. "We were honored to team up with Feed the Children, the NFLPA and other Teamsters to make a difference in this community."

For Local 270 President Dave Negrotto, seeing the smiles on the faces of the families that received the boxes was worth the long day in the heat and sun.

"At the end of the day, there's nothing better than knowing you helped someone else," Negrotto said. "I'm proud of the work our members and volunteers from the NFLPA accomplished. Teamster spirit is alive and well and community events like this prove it."

NFLPA-REPRESENTATIVES JOIN TEAMSTERS AT FEED THE CHILDREN EVENT

ACTIVE NFL PLAYERS

Jon Stinchcomb

Heath Evans

FORMER NFL PLAYERS

Curtis Baham

Jason Belser

Tom Carter

Ernie Conwell

Chuck Commiskey

Don Davis

Nolan Harrison

Norm Hodgins

Tyrone Hughes

Rich Jackson

Ron Krajewski

Mike Strachan

Bernard Robertson

Mike McKenzie

Fred McAfee

Deuce McAllister

Michael Jackson

Scott Turner

OFF THE FIELD, PLAYERS' WIVES ASSOCIATION

Shondra Williams
Wife of Jimmy Williams

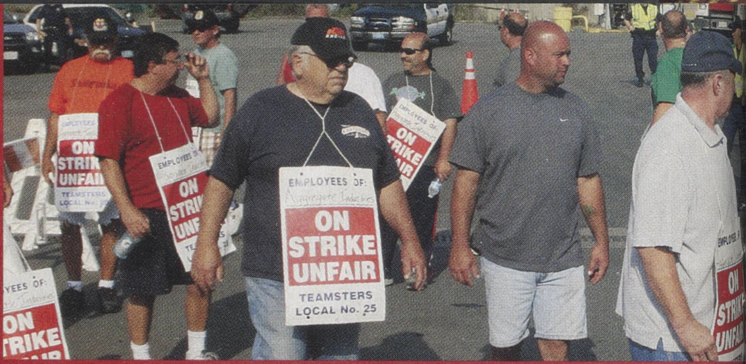
Leslie Baham
Wife of Curtis Baham

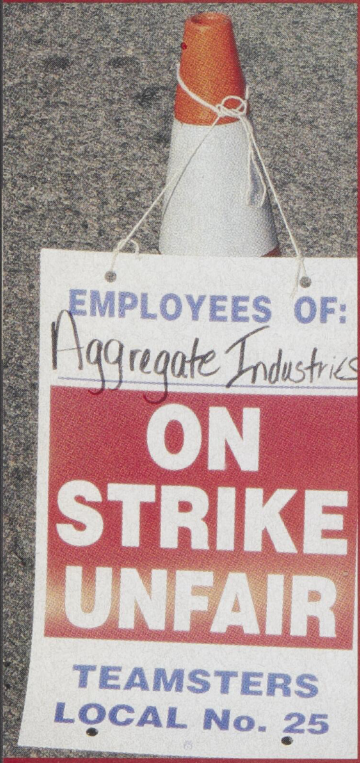
PROFESSIONAL FOOTBALL PLAYERS MOTHERS ASSOCIATION

Denise Wayne
Mother of Reggie Wayne

Kim James
Mother of Chris Horton

Michelle Green
Mother of Bryant McKinney


EMPLOYEES OF:
Aggregate Industries
ON STRIKE UNFAIR
TEAMSTERS LOCAL No. 25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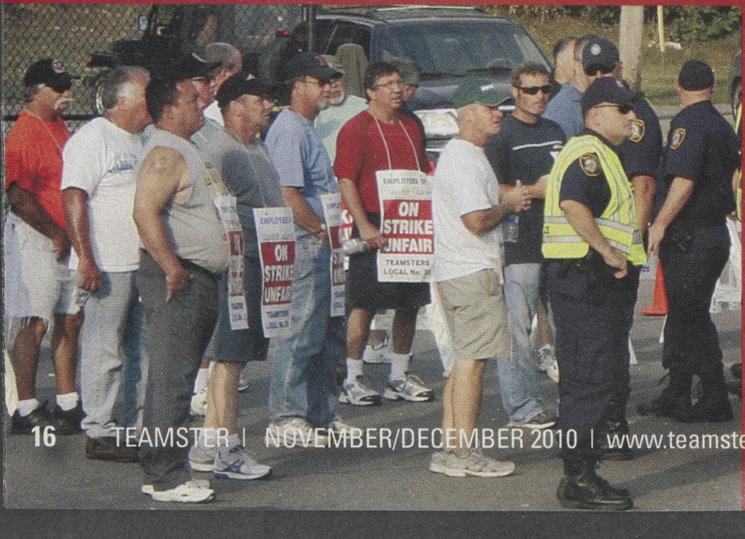
ON STRIKE UNFAIR
TEAMSTERS LOCAL No. 25

4057
MACK
MIDDLESEX

Local 25 Members Fight Back Against Two Companies


ON STRIKE UNFAIR
TEAMSTERS LOCAL No. 25

PLANT FOREMAN

"Our goal is to always stand up for our members equally whether there are four of them or 400 of them in a single workplace."

–SEAN M. O'BRIEN, LOCAL 25 PRESIDENT

EMPLOYEES OF
ON STRIKE
UNFAIR
TEAMSTERS LOCAL No. 25

STRIKING BACK<<<

Brian Michalak and his co-workers stood up to their employer, Penske Trucking, by going on strike against the company. It was one of two strikes Local 25 members launched recently in the Boston area in a successful effort to protect jobs and benefits.

In addition to winning a solid contract, Michalak saw first-hand the solidarity and unity that exists within Local 25.

"It's awesome," he said. "There's only four of us customer service representatives but there were 150 Local 25 members out there on the picket line every day. It's great to have that support there for us."

Difficult Decision

The first strike occurred in mid-August when, in a united and concerted effort between five Teamster local unions (Local 25 in Boston; Local 170 in Worcester, Local 42 in Lynn; and Local 653 in Brockton, all in Massachusetts, and Local 633 in Manchester, N.H.), a strike was called at Aggregate Industries.

The labor action covered 19 different locations around Massachusetts and New Hampshire. The strike ended on August 25 with a three-year contract that protects members' health, welfare and pension benefits.

"It was a difficult decision to go on strike during these tough economic times, but we'd had enough of this corporate bully dictating to the Teamsters what we were going to have in our contract," said Sean M. O'Brien, Local 25 President. "Our members stood tall and after 10 days walking the picket line, we got a fair and equitable contract for the next three years."

Steward Tom Robinson and negotiating committee member Domenic Uttaro worked exceedingly hard all through the negotiations and the strike.

"Tom and Dom held the guys together very well during the long negotiation process and throughout the 10-day strike," said Mark Harrington, Secretary-Treasurer of Local 25. "It is vital to have high-quality stewards in place, especially during negotiations and labor disputes."

Fighting Back

"This company is very anti-union and they were prepared to replace us, but we fought back," Uttaro said. "Thanks to the support of President O'Brien and Mark Harrington, we won and protected our health, welfare and pension benefits and saved our jobs."

The not-so-subtle message of this strike is that Local 25 will not tolerate being terrorized by corporate giants like the foreign-owned Aggregate Industries.

Following the Aggregate strike, Local 25 took Penske Trucking in Medford, Mass. out on strike in early September.

"The company came to negotiations with the sole intent to cut our four customer service representatives' health and welfare package and make them pay a substantial amount of the benefit," said Tom Mari, Local 25 business agent. "They pushed us into a corner and forced us to come out fighting. Our members thought this fight was definitely worth taking a strike over."

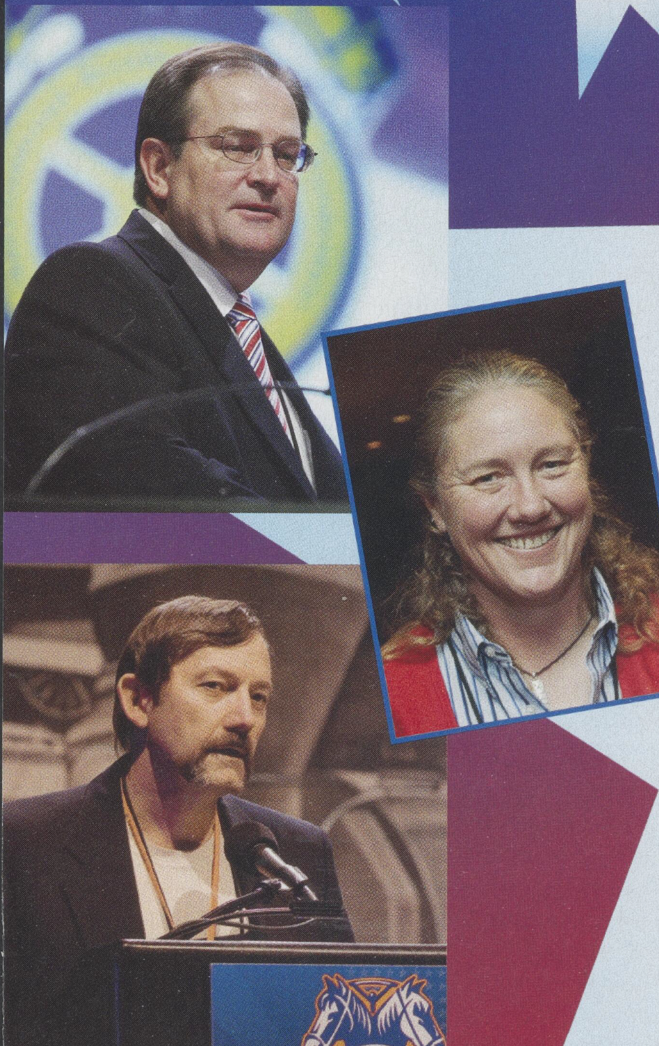
Local 25 has 11 hikers and four customer service representatives under two separate contracts at Penske.

"Penske Trucking learned a valuable lesson during that three-day strike," O'Brien said. "Our goal is to always stand up for our members equally whether there are four of them or 400 of them in a single workplace."

The customer service representatives unanimously ratified their new three-year deal three days after the strike began. The new contract included wage increases, $4,000 in bonuses and three years of workers not having to pay anything for health insurance.

Hoffa Applauds Their Strength, Dedication to Safety

BLET Delegates Hold Convention



Informative, terrific, inspirational; these are just some of the comments Brotherhood of Locomotive Engineers and Trainmen delegates used to describe the recent BLET convention that took place in Reno, Nev. The second National Convention held after their merger with the Teamsters in 2004, more than 500 delegates gathered to discuss and debate changes to their bylaws, an educational fund, and embark on the first convention where delegates nominated members for officer positions to be followed by a direct election by the membership.

Locomotive engineers and trainmen from all of the freight rail lines in the United States, commuter and passenger rail lines and Amtrak were given a rousing welcome by Teamsters General President Jim Hoffa on the opening day of the convention. Hoffa was interrupted numerous times by applause and standing ovations during his speech.

"When I look out on you I see the face of the BLET, the face of the Teamsters, but more importantly, the face of America," Hoffa said. "You are the men and women who keep America together. Along with your brothers and sisters in the Teamsters Union, we are the base of America and we should never forget that."

"When you merged with us in 2004, followed closely by the merger of the Brotherhood of Maintenance of Way Employes, we truly became the largest transportation union in the U.S.," Hoffa said. "We had a vision of a comprehensive transportation union, and due to your voting to merge with us we can now claim to cover the highways, the skies and the rails. The BLET is stronger because of the merger and we are both stronger together."

Security and Safety on the Rails

During the convention, several other guest speakers, such as Cecil Roberts of the United Mine Workers and Joe Szabo of the Federal Railroad Administration, urged members to be proud of their heritage and complimented them on their serious stance on safety issues. The High Alert 2 report, issued earlier this year by the Teamsters Rail Conference, was mentioned several times by

US railroads established the original four time zones.

convention speakers and by delegates who all praised the report for shedding more light on the dangers encountered by rail operating personnel.

James Logan, a delegate from Fort Worth, Texas, said that recently he encountered a rail car which was leaking a chemical. It was 2 a.m. and he had a copy of the High Alert 2 report with him, which he reviewed and found an appropriate number to call to report the incident.

"I was impressed that the people who answered my call were concerned with where I was and just wanted to get the situation resolved—all at 2 a.m.," Logan said.

Logan's experience shows how, with some practical problem-solving information, a dangerous or possibly life-threatening situation can be resolved. And with this report, which includes the results of first-person account surveys, members of the BLET and BMWED can be better prepared to face problems.

"Safety was one of the reasons that the BLE was founded in 1863," said Bill Walpert, National Secretary-Treasurer and Chairman of the BLET's Safety Task Force. "The founders saw that the working conditions were extraordinarily dangerous and they tried to fight for increased safety. We continue that fight today."

Working with the BLET on this issue for the last six years, the Teamsters Union has learned the rail carriers have never been as serious as they claimed about safety and security. The Teamsters Rail Conference has ramped up the nation's attention to the flaws in the security measures of rail infrastructure.

Members Strive to Attend Convention

When it came time to decide on who would attend the convention, many local divisions already had delegates chosen, but for some this was the first time in years that they were able to send a representative. James Logan was one of the first-timers.

"We got together and decided we wanted to have a voice at the convention," Logan said. "So, I volunteered to pay half of the cost of my trip, while my division pays the other half. I think the convention is terrific. I am making good contacts and these help me out on the local level when my members have issues with the carriers. There are a lot of seasoned members here who have experience with carriers."

"This is a learning experience for me," said Chris Chandari, general chairman of the Indiana Harbor Belt committee and first-time delegate. "The size of the convention surprised me and it's good to see that we can work through issues in a democratic process. This is the union at work."

Some delegates had been to conventions before and saw some major differences in this one.

"This isn't as rowdy as has been in the past," said Ben Lee, a 38-year member working on Norfolk Southern. "I think that is the difference of having the electoral process. We used to have caucus meetings that ran after midnight because we were interviewing candidates for national offices."

Getting the Job Done

On the first day of the convention, BLET National President Dennis Pierce delivered his report to the membership and eloquently spoke about the convention's, and the union's, main purpose: representing the members. Not surprisingly, many other delegates also referred to this same conviction.

"The BLET is not just about us," Pierce said. "This institution exists to protect and advance the interests of locomotive engineers and trainmen. My vision is to put the movement back into this part of the labor movement. I want you to work with me to bring that about and join me in revitalizing this organization to honor those who dug into their pockets during our darkest hour to keep this ship afloat."

Megan Mead, a 16-year member and a member of the Convention Arrangements Committee, shared Pierce's conviction on the importance of serving the members. "It's important to represent members at a convention and for members to be informed about how the union works and to participate in the decision making."

"I was inspired by what I've heard here," said Jim Lance, a 19-year member from Pocatello, Idaho. "Motivating members to be involved with their union and serving as delegates themselves is important to me. It has been a pleasure for me to serve the members as a delegate."

School Lessons

Iowa School District Workers Join Local 238

When schoolchildren in Marshalltown, Iowa fall on the playground, get bumps and bruises, or have a serious medical emergency, they can count on a team that includes health aide Nancy Sanderson to help them get better. When Sanderson and her co-workers decided they needed a union to make their working conditions better, they decided to join the Teamsters.

By an overwhelming 4-1 margin, the 200 paraeducators, tutors and health aides with the Marshalltown School District recently voted to join Local 238 in Cedar Rapids, in a mail ballot election conducted by the Iowa Public Employment Relations Board. Despite being a right-to-work state, under Iowa law, public employees are guaranteed a contract once they organize.

"School district workers in Iowa are responsible for shaping future generations, and yet there are thousands of employees who have no input in their own standards or working conditions. By working together with Local 238, these workers are changing standards and speaking with a united voice," said Gary Dunham, Secretary-Treasurer of Local 238.

Local 238 recently conducted trainings around the state for member organizers and has done internal organizing with business agents to focus on the local's commitment to organizing.

Making the Grade

As a health aide, Sanderson holds medical and CPR certifications. She assists the school nurse with health assessments, trainings, medical care and more. Like many of her co-workers, Sanderson feels the district had been inconsistent in their policies and wanted to bring uniformity to her work standards by organizing.

"I wanted the union so we could have someone to stand behind us when issues arise," Sanderson said.

Inconsistencies the Marshalltown workers provide as examples include variations in pay rates for new and senior workers as well as changes to work assignments.

"We felt we weren't being heard over pay, benefits and consistency between the 10 buildings in the district," said Mary Borton, a paraeducator who has nearly a decade of experience with the district, which has an enrollment of nearly 5,000 students. "I like my job, the variety and working directly with the students, but I cannot afford to be doing what I'm doing."

Peggy Schoer jokes that she is a "veteran" of the Marshalltown school district. Schoer has worked in various capacities within the district for 33 years. As a paraeducator she works one-on-one with special needs students and assists with the general education of elementary and middle school students.

"I love my job and I wanted to make things better for the people coming in," Schoer said. "Retaining good workers will help our education system in Marshalltown."

LOCAL 529

Prattsburgh Highway Department

Recently, six Highway Department workers for the town of Prattsburgh, N.Y., won recognition from the town to be represented by Local 529 in Elmira.

All six workers signed cards seeking Teamster representation. The town initially challenged recognizing the workers. Local 529 then contacted the state Public Employment Relations Board (PERB). A PERB judge then ruled the process was valid, clearing the way for voluntary recognition.

"The workers want Teamster representation because they want a voice on the job and they want to protect what they have," said John Farwell, President of Local 529.

LOCAL 261

McGuire Memorial Home

Teachers' aides at a school in Pennsylvania for students with developmental disabilities recently voted 32-1 to join New Castle, Pa.-based Local 261.

The teachers' aides work at the School at McGuire Memorial Home in New Brighton. There are 38 employees in the bargaining unit.

"The teachers' aides approached Local 261 after the employer sent notice that it was significantly changing benefits," said Doug Robbins, Local 261 President. "The school is telling the employees that they must work summers or lose benefits. The workers are seeking a strong voice on the job as Teamsters."

LOCAL 683

7UP

By more than a 2 to 1 margin, 18 account managers with 7UP in the San Diego area recently voted to join Teamsters Local 683.

About 80 drivers, merchandisers and warehouse workers with the company had already been members of Local 683 for 30-plus years. And for 25 years, the account managers had been nonunion. Meanwhile, the account managers' wages had stagnated. Looking around, they noticed they weren't treated as well as their Teamster co-workers.

"This is a monumental victory for these workers and it sends a clear message to the soft drink industry that other sales folks need and want union representation," said Todd Mendez, Secretary-Treasurer of Local 683.

LOCAL 311

Rowen Concrete

Mixer drivers with Rowen Concrete in Baltimore have voted to join Teamsters Local 311 in Essex, Maryland.

The 13 drivers cited wage and respect issues as the driving force behind the call to Local 311 seeking organizing assistance.

"This was a quick election and we are getting right to work on a strong Teamster contract to improve working conditions for our new members," said Kenneth Kelm, Local 311 Secretary-Treasurer.

Rowen Concrete is a ready mix concrete producer that services the greater Baltimore area. The Teamster drivers deliver ready mix concrete to municipal, commercial and residential projects.

LOCAL 301

Durham School Services

School bus drivers with Durham School Services in Antioch, Illinois, have voted by more than a 2-1 margin to join Teamsters Local 301 in Waukegan. The 45 drivers united for respect, fairness and strong representation on the job.

The drivers stood united, while facing resistance from Durham management in their efforts to join the Teamsters. The drivers were faced with weekly meetings about the union, anti-union literature and company attempts to delay the election.

"We're proud of them for sticking together and we are looking forward to negotiating a contract that will address their needs," said Michael Haffner, Local 301 Secretary-Treasurer.

"These workers are continuing the momentum, as we organize more and more school bus workers to bring them a better standard of living," said Teamsters International Vice President John T. Coli, also President of Teamsters Joint Council 25. "My congratulations go out to the Antioch workers for taking the first big step to a brighter future."

LOCAL 324

AkzoNobel

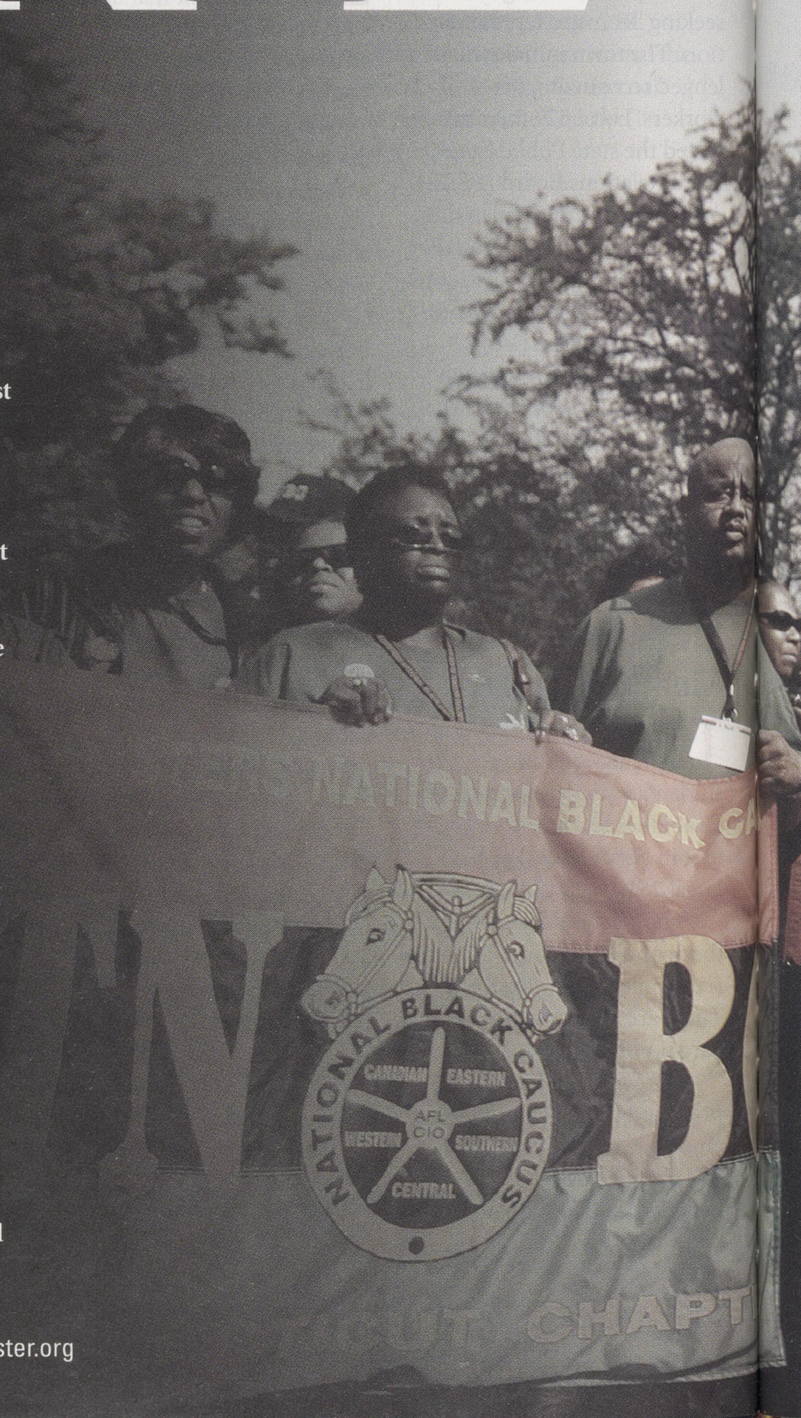
The 37 paint mixers who work at AkzoNobel in Salem, Oregon, recently voted to join Teamsters Local 324, after experiencing benefit reductions, stagnant wages and recent management changes.

"I wanted to join the Teamsters since I started here," said Adam Bach, an 11-year paint mixer.

"This is a huge international company based in the Netherlands," said Chris Muhs, Secretary-Treasurer of Local 324 in Salem. "The biggest emphasis is on fair treatment and improving their health and welfare and retiree coverage. They have a 401(k) now and a couple guys there have over 25 years of service without much to show for it."

Local 324 is looking forward to starting contract negotiations.

Keeping The DRE



Teamsters National Black Caucus Chairman and International Vice President Al Mixon believes members of his organization must strive to be like the stones of a pyramid. Though they are all individuals in their own right, they must work together for the greater good of the cause.

"Our lasting strength will be a testament to our greatness," he told members at the 35th annual TNBC Conference held in Washington, D.C. August 25-28. "But we must all work together, support each other and support our cause if we hope to achieve greatness."

It is that goal—unified strength and power—that led to the theme for the conference: building relationships and establishing resources. Without one, the other cannot exist. With them both, organizations like the TNBC can thrive and flourish from one generation to the next.

Thus, R and R—relationships and resources—became a battle cry for this year's attendees. The theme was prominent in all aspects of the conference, from the way the event was organized to the ways in which members participated.

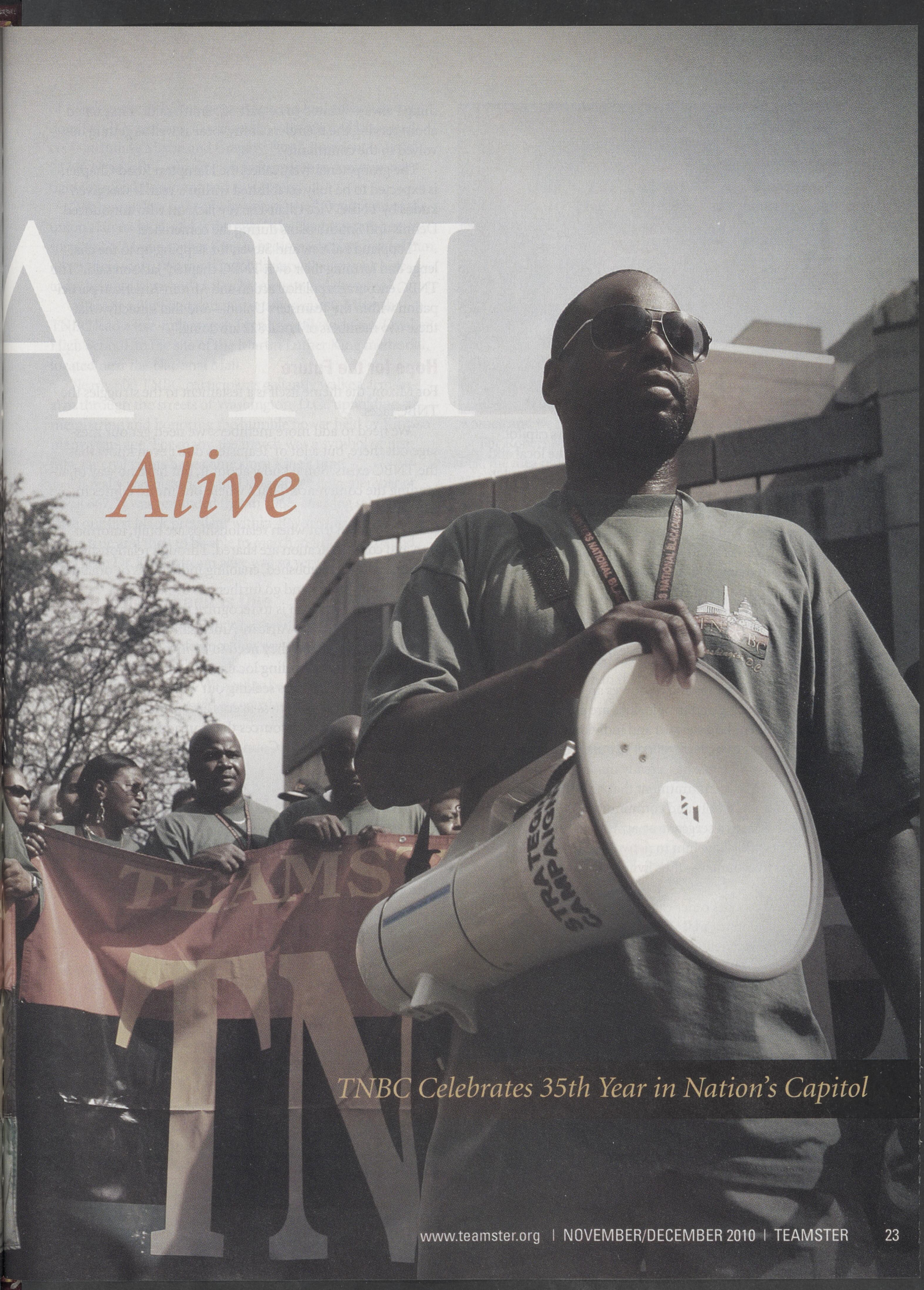
"I learned that R and R no longer stands for rest and relaxation," said Foster Hines, a member of Denver's Local 455. "Instead, it symbolizes the kind of positive relationships, action and networking we, as union members, should focus on."

R and R

Throughout the conference, TNBC members were given opportunities and shown examples of ways to act upon the conference's main message. From attending workshops and lectures to meeting Teamster officials, members were encouraged to network with each other, share information and build friendships.

A highlight of the conference was a social event hosted

Alive


TEAMS
STRATEGIC CAMPAIGNS

TNBC Celebrates 35th Year in Nation's Capitol

National Black C
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by Local 639, located in the heart of the nation's capitol. Conference participants were given a tour of the local and a chance to meet with Local 639 and TNBC D.C. Chapter President Tommy Ratliff.

"What made this year's conference so successful was the show of support and enthusiasm from the members," Ratliff said. "Local 639 was honored to host one of the largest TNBC conferences in many years and I thoroughly hope members enjoyed visiting our nation's capitol."

Such experiences resonated profoundly with Local 863 member John Hogue, who was attending his second conference and hopes to bring lessons he learned back to members of his local.

"I think relationships and resources are a great focus. Developing networking and people skills are going to help me as a union member, shop steward and individual," Hogue said. "I'm really going to make an effort to build and grow."

As a Teamster, Hogue has already made the commitment to better himself—a commitment that he hopes will have positive effects on his family and community. Hogue attended this year's conference as a sergeant-at-arms, a volunteer position that he hopes will allow him to network with other Teamsters from across the country—thus living out the conference's theme.

Hogue encourages other eager Teamsters to inquire about volunteer positions as well as educational opportunities that can benefit themselves and those around them.

"I'm really committed to being the best steward I can be," Hogue said. "By taking on positions that give me access to information and education, I'll be able to use what I learn to help others."

And that's exactly what LaDrew Dennis and Steven Smith, both members of Local 822 in Norfolk, Va., are doing. Taking this year's conference theme to heart, the two men are now in the process of forming a chapter of the TNBC at their local union.

"I attended my first TNBC conference last year and I was so inspired by the energy that I knew I had to bring this to my own local. The TNBC is something I believe in and it's something I always wanted to be part of," Smith said. "I'm excited about serving the members of my local as well as getting involved in the community."

The group, tentatively called the Hampton Road Chapter, is expected to be fully established within a year. It was given kudos by TNBC Vice Chair Harvey Jackson who announced Dennis and Smith's plans during the conference.

"I applaud LaDrew and Steven for stepping up to the challenge and forming their own TNBC chapter," Jackson said. "The TNBC encourages political action and African-American participation within the Teamsters Union—and that's exactly what these two members of Local 822 are doing."

Hope for the Future

For Mixon, the theme itself is a testament to the struggles the TNBC faces.

"We need to add more members, we need get our message out there, but a lot of Teamsters don't even know that the TNBC exists. Some know about it, but have no way of attending the conference. That's where our motto comes in," Mixon said.

He explained that when relationships are built, information and communication are shared. Through relationships, resources can be established, enabling individuals or organizations to reach higher and go further.

"Part of our mission is to recognize that there are approximately 300,000 African-American men and women in this great union and they need to be involved," Mixon said. "That means attending local union meetings, functions and fundraisers. It means seeking out work relationships with shop stewards, business agents and principal officers, as well as establishing resources that can add value not only to local unions and Joint Councils, but to each member as an individual."

Keeping The Dream Alive

One relationship that was heavily focused upon is the relationship union members have with the past.

Since its founding, the Teamsters Union has always been on the forefront of fighting for both labor and civil rights. The Teamsters Union was the first to secure a gender-blind, color-blind contract in 1917 and were the first major labor union to support Barack Obama for president.

"Civil rights and workers' rights go hand-in-hand. Workers in this country, regardless of race, gender, religion or heritage, want and have always wanted to be treated with dignity and respect," said Jim Hoffa, Teamsters General President, at the conference. "The best civil rights program out there is a Teamster contract."

The link between civil and labor rights came full circle on the last day of the conference, August 28, the 47th anniversary of Martin Luther King's famous "I Have A Dream" speech. To commemorate the occasion, TNBC members attended a rally headed by Rev. Al Sharpton.

The rally, titled "Reclaim The Dream," brought to light many of King's goals, including peace, harmony and economic freedom for all Americans. Community, religious and labor leaders—including Mixon and Gregory Floyd, President of Local 237 in New York—encouraged participants to continue the fight for social, economic and civil justice.

"We cannot lose sight of why we are here," Floyd, head of the union's largest local, said at the rally. "The Teamsters are here to support Dr. Martin Luther King Jr. because when we needed him, he was here for us. We stand in solidarity with everyone here today because labor and civil rights are one and the same."

After the rally, Sharpton personally requested that the TNBC lead a five-mile march from the rally location, Dunbar High School, to the site of the Martin Luther King memorial, located near the National Mall.

Nearly 600 TNBC participants gallantly walked arm-in-arm through the streets of Washington, D.C., upholding, remembering and honoring the humble power held by King so many years ago. For many, the march was a symbol of just how far civil rights have come since King's time.

"It really was historic," said Deborah Wade, a member of Local 667. "I was reminded that in 1968, Dr. King said we'd have our first black president within 40 years. To see his words come true and then to be able to march in his footsteps and help keep Dr. King's dream alive was so very inspiring."

Credit Where Credit is Due

Others found inspiration in Women's Day, an event started at last year's TNBC Conference that was brought back because of its phenomenal popularity.

"I love Women's Day. We need to be recognized. We are doing the same job and we should get equal pay and equal rights. That's what the struggle is about," said Marilyn Farrow, a member of Covina, Calif.'s Local 63 and four-time conference participant.

A day devoted to honoring the work women do and the important roles they play both in the workplace and in the home, Women's Day offered a time to reflect and celebrate. Women who attended the day-long event were asked to wear red as a symbol of solidarity and pride.

It was on Women's Day that Tom Keegel, Teamsters General Secretary-Treasurer, addressed the conference. Partially raised by his grandmother, Keegel was also reminded of the ways in which women have contributed to his life.

"The TNBC and the Teamsters Union as a whole have been made stronger by the accomplishments and dedication of women who work tirelessly for our cause," Keegel said. "The work women do is never easy and the contributions they have made to our movement are unforgettable. We need to support women and we need to thank them for what they do."

For Robert Michael, a member of Local 947 in Jacksonville, Fla., the idea of being thankful and giving credit where credit is due really hit home. As the member of a union, Michael understands the benefits he has were fought for and won by those who came before him.

A first-time TNBC participant, Michael was inspired to continue the legacy of passing power and knowledge onto others.

"We didn't come here by ourselves and we can't leave here by ourselves. I want to share the knowledge I've learned here with everyone I know, because that's what being part of a union is about," Michael said. "As a union member, I'm part of something larger than myself and I want to continue helping this movement move forward."

TEAMSTER ORGANIZING:
Yes We Can!
Organizing for power
We Stand
Organizing for power
ONE NATION

Wall Street NO!
TEAMSTERS

TEAMSTER Women on the Move

They marched for justice, for working people, for the future. More than 750 Teamster women recently marched through downtown Minneapolis, coloring the city in a sea of pink and black rally signs that called for the restoration of the American middle class and an end to Wall Street greed.

The march was part of a larger event held in Minneapolis, the 2010 Teamsters Women's Conference. At the 10th annual conference, Teamster women answered Teamsters General President Jim Hoffa's call to stand up, speak up and get more involved in their union.

"We are the Teamsters; we are strong and we are growing. You are making this union strong," Hoffa said. "You need to get active in the union and fight as hard as you can for worker rights."

The march through downtown Minneapolis spilled into a massive "Workers 'Yes,' Wall Street 'No'" themed rally, led by prominent Teamsters and local political leaders. Bystanders were curious just who these women were.

"We're Teamsters! We fight! We fight for workers' rights!" the marchers let them know.

The march took place in a city where workers have fought and died for their rights. In the historic 1934 Teamsters strike, Teamster truck drivers fearlessly stood up for union recognition against formidable forces, including the employers' organization called the Citizens Alliance, and police who fired on and killed unarmed strikers. The strike resulted in the growth of the Teamsters Union and the enactment of key pro-worker legislation, including the National Labor Relations Act and Fair Labor Standards Act. Women played an important role in providing services, raising funds and supporting the strikers.

"Those workers built power and you're building power. Teamster women are building power because we need power for the working people in this country," said Tom Keegel, Teamsters General Secretary-Treasurer.

"Minneapolis is a strong union town, but it wasn't always this way," said Sue Mauren, Director of the Women's Conference, President of Joint Council 32 and Secretary-Treasurer of Local 320 in Minneapolis. "Teamsters took a stand here and we need to take a stand against Wall Street and anyone who thinks that working people aren't going to be a part of an economic recovery."

Strong Union Movement

Teamster women came from throughout North America to the conference to share ideas and strategies, attend dozens of educational workshops, hear from speakers, network and rally.

Addressing the Teamster women were numerous notable speakers, including Arianna Huffington, editor in chief of the Huffington Post; Wilma Liebman, Chair of the National Labor Relations Board; Sen. Amy Klobuchar (D-Minn.); Lori Swanson, Minnesota Attorney General; Shar Knutson, President of the Minnesota AFL-CIO; Franni Franken, political activist and wife of Sen. Al Franken (D-Minn.); and Kim Bobo, Executive Director of Interfaith Worker Justice, among many others.

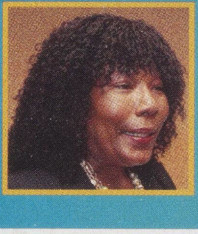
In talking about the economy's impact on workers, Huffington noted that the same urgent action taken by the government to bail out Wall Street must be taken to help working-class Americans.

"We have a choice. We can either respond to the legitimate anger by operating from our basest instincts or tap into the better angels of our nature. That choice will determine what kind of country we have. I feel you, the Teamsters, and your movement can be instrumental in this," Huffington said.

"We are ready to revive and revitalize labor law, to make the protections of it more real for working people," Liebman said.

DIGNITY
TEAMSTERS
YES
Wall Street
NO!
Worke
YES
Wall Str
NO

Annual Conference Reflects on Proud Past, Prepares for Future



"If we are to propel our economy forward, prosperity must be shared. We must have a strong trade union movement."

The theme of this year's conference, "Teamster Women: Proud of the Past, Prepared for the Future," allowed for reflection on the advances women have made over the years.

"Less than a century ago, women didn't even have the right to vote. Now, women are sitting on the Supreme Court, orbiting the Earth, and they are in the United States Senate," Sen. Klobuchar said.

Al Mixon, International Vice President, Chair of the Teamsters National Black Caucus and one of numerous International Vice Presidents in attendance, noted that the "great equalizer," also known as a Teamster contract, brings opportunity to workers regardless of race or gender. Therefore, the key to equality in the workplace is to organize more workers, and he called on the Teamster women to do their part to organize.

"Being women, we need to be on a level playing field with the men. The Teamsters gives me that opportunity," said Marie Torres, a UPS package car driver and 16-year member of Local 767 in Forest Hill, Texas.

"I worked at a company where I was the only female. I called the Teamsters to organize my co-workers. I went from making $3.50 an hour to almost $18 in my time there. Being a Teamster has helped me immensely," said Shelly Henkel, a 20-year member of Local 222 in Salt Lake City who works loading trucks with asphalt.

Cheri Capadouca tried for four years to advance in her job while the company piled on duties and her wages stagnated.

"When we joined the Teamsters, I was promoted to the position I was battling for because they had to post it. They couldn't turn me down because I was female. They had to give me the chance, and I proved myself," said Capadouca, a three-year member of Local 213 in Vancouver, British Columbia, and a Toyota dealership service advisor.

Rallying for Rights

Minneapolis is connected by an intricate system called the Skyway. The residents of the city, known for its frigid winters, are protected by enclosed walkways that snake through downtown. The Skyway is where crowds had gathered, stopping to view the scene below.

In 1934, police fired on and killed unarmed Teamster strikers in this city. In 2010, police were closing off the streets to allow Teamsters to march.

"The rally was amazing. We took to the streets, we spoke for all workers and it was powerful. You could hear our echoes against the buildings," said Elizabeth Gonzalez, a business agent and organizer with Local 777 in Brookfield, Ill.

Taking part in the conference and rally were Teamster clerical workers with the University of California system, among the 14,000 Coalition of University Employees (CUE) workers at 11 campuses who recently affiliated with the Teamsters. There were technical workers with Ascension Genesys medical centers in Michigan; there were fleet service workers from among the 8,000 Continental Airlines fleet service workers who recently joined the Teamsters; there were school bus drivers; there were women from every line of work imaginable.

Making Her Voice Heard

"Voices speak and sound is made. Voices are heard and change is paved."

Elizabeth Rhodes made her voice heard at the 2010 Teamsters Women's Conference, delivering a powerful spoken word piece for which she received a standing ovation. A school bus driver with Durham School Services, Rhodes recently became a member of Local 838 in Kansas City, Mo. Despite company resistance, she and 290 co-workers united with the Teamsters to make a positive change in their workplace. She called out to her fellow Teamsters:

"I want to advance, I want to achieve. Let my voice break free and hear me."

They rallied passionately for America's future and against injustice, keeping in mind that one in five Americans currently want a full-time job and can't get one; the national unemployment rate hovers at nearly 10 percent; and millions of Americans have lost their homes and retirement savings. Wall Street gets billions in taxpayer bailouts and hands out bonuses in the millions to an elite few, all the while trampling on the rights of hardworking Americans, and that includes workers who are trying to organize. Just one example—workers at KAG West, a tankhaul company owned by Goldman Sachs, recently overcame a vicious an anti-worker campaign by the company to form their union with the Teamsters.

It's a dismal picture, but also an opportunity for Teamster women to prepare for a brighter future.

"I think the only way for us to save the middle class is to elect politicians who don't want to destroy it," said Paula Johnston, in-house counsel for Local 320 and a proud third-generation Teamster.

"Without the unions backing us, I think our economy would be a lot worse. We need unions to grow, especially for our young people," said Leora Davis, a 31-year Teamster with Local 1150 who builds helicopters for Sikorsky in Stratford, Conn. Davis attended her first Teamsters Women's Conference this year, and recently mentored a high school student in her field, doing her part to help future generations.

"I learn something new from these conferences every time and I bring it back to share and educate my fellow members," said Linda Marie Gilreath, a professional glass blower for Honeywell and chief steward with Local 1145 in Blaine, Minn.

While women have made great strides toward achieving equality in the workplace, Teamster women believe a conference just for Teamster women is still necessary.

"I love being here with all these Teamster women. I'm around nothing but male co-workers, and this is an opportunity for me to know there are Teamster women out there going through the same things. This is the only time I get this," said Kelly Andrews, a member of Local 528 in Atlanta, who was inspired by last year's conference to form a women's committee with her co-workers in conjunction with Local 519 members in Knoxville, Tenn.

"The fellowship with the sisters, the empowerment, the workshops, the information I didn't know before, I'm going to take it all home with me," said Valerie Jackson, a Local 822 shop steward, who as a production line worker in Norfolk, Va. not only processes the bacon but 'brings it home,' too. "Teamster women can lead us to the future by letting our brothers and sisters in our communities know that being a Teamster is great and unity is powerful."

Ericka Smith, a shop steward with Local 968 in Houston, implores her fellow Teamsters to be a part of the action.

"Come get a better understanding of what we're doing, rather than reading about it or just hearing about it. Come be a part of it next year!" Smith said.

A final word of caution to Wall Street: The 2011 Teamsters Women's Conference will be held in New York City.

ELIZABETH RHODES Leads Teamster Fight for Justice

Rhodes said at the heart of her poem is the message that every Teamster must stand up against injustice and take a stand to "do something great for this country."

"We're excited about what took place in the past, and yesterday's success is going to take us to tomorrow's success and open doors for more people to say, 'No, I'm not going to settle for less; I'm not going to settle for unsafe work environments. Every day I leave my family to go to work and I have to make this count for something. It's too important,'" Rhodes said.

Rhodes is inspired by her own family. She is a wife and a mother of four children, ages 12, 10, 8 and 7.

"When a workplace is bad, then that comes home. If you're unable to supply food on the table where your children eat, it's not even reasonable to think this only affects one person. It always affects the family."

"Voices should never surrender, never pause. Voices can unite people in a cause.

But beyond the noise, far in the distance, Teamsters stand as the only resistance."

"Teamsters are not going to stand for injustice. And if it's taking place and the rich want to get richer, while the poor stay poor, then we've got something to say about it," Rhodes said. "We've got something to accomplish."

REPORT TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FROM: Independent Review Board
Benjamin R. Civiletti
Joseph E. diGenova
William H. Webster

DATED: September 16, 2010

I. INTRODUCTION

This is the Independent Review Board's ("IRB") Report Number 5 for 2010 to you on its activities conducted pursuant to the Consent Order. In this Report we will discuss matters that are currently before us, including one new report, and the progress of existing charges about which we have previously informed you.

II. NEW REPORT

A. LOCAL 82, SOUTH BOSTON, MASSACHUSETTS

On September 13, 2010, the IRB issued an Investigative Report to General President Hoffa recommending that Local 82 be placed in Trusteeship. Local 82 is a Local whose members work in the show and moving industries.

There are several findings discussed in the report. These include the lack of a referral system that directs members to work; a current condition that favors relatives of the Secretary-Treasurer, his political allies and friends at the expense of other members; and a Secretary-Treasurer who does not enforce contract provisions with certain employers which allows an unfair allocation of work to thrive. He allows a felon, barred from acting as a Union Representative, to assume the Local's function of referring members to work for those companies which exposes the Local to criminal liability.

The Secretary-Treasurer and the President and their accomplices manipulated the eligibility of members to vote on controversial contracts. There was one provable instance in which the Secretary-Treasurer and his accessories colluded with a non-union employer to allow the employer to pay less than full contract wages and benefits. This placed teamster contracted employers bidding on the same work at a significant cost disadvantage.

Both the President and Secretary-Treasurer breached their fiduciary duties to Local ERISA protected funds. As Trustees for the funds they allowed the funds to pay more than is reasonable for shared expenses with the Local. The Secretary-Treasurer and the President also caused Local funds to be spent without required Executive Board and membership approval as required by the Local Bylaws. Instances of lack of financial controls were also noted.

This Report is under consideration by the IBT.

III. PROGRESS OF EXISTING CHARGES

A. MICHAEL E. DOE – LOCAL 82, SOUTH BOSTON, MASSACHUSETTS

We have previously informed you that Local 82 member Michael E. Doe allegedly brought reproach upon the IBT by failing to appear for his scheduled IRB sworn examination on April 9, 2010. The Executive Board of Local 82 filed the charge and held a hearing on July 7, 2010. Mr. Doe failed to appear for this hearing. On July 27, 2010, the IRB received from the Executive Board its July 20, 2010 decision permanently barring Mr. Doe from Local 82. The IRB has the matter under consideration.

B. VINCENT FEDERICO – LOCAL 82, SOUTH BOSTON, MASSACHUSETTS

We have previously informed you that member Vincent Federico, while an IBT member between June 2007 and February 2010, allegedly brought reproach upon the IBT and violated his membership oath by being a member of the Patriarca LCN organized crime family. Mr. Hoffa filed the charge against Mr. Federico and referred the matter back to the IRB for a hearing. A hearing was held on May 12, 2010. On July 22, 2010, the IRB filed its Opinion and Decision, permanently barring Federico from the IBT, with Judge Preska by Application 145. On August 5, 2010 Judge Preska affirmed the IRB Opinion and Decision in its entirety granting Application 145.

C. LOCAL 107- PHILADELPHIA, PENNSYLVANIA

We have previously informed you in report No. 2, in the May/June issue of the Teamster magazine that the IRB recommended in its report to James P. Hoffa, IBT General President, that the IBT place Local 107 into Trusteeship.

On July 22, 2010 General Counsel Bradley T. Raymond submitted IBT's interim report. The report discusses IBT's decision to impose a Partial Trusteeship on Local 107 limiting it to the Motion Picture/Television and Trade Show Industries.

The report discusses the action taken to transfer Motion Picture/Television jurisdiction in Local 107 to Local 817, in Lake Success, New York. The report concludes that the concerns about nepotism or favoritism connected with the officers of Local 107 should be considered resolved.

The report points out IBT's understanding that the

Trade Show Industry in Local 107 continues to be dormant but that it is nonetheless a principal objective of the Partial Trusteeship to establish and implement an objective referral program. The IRB has this report under consideration.

D. GERMAN VAZQUEZ - LOCAL 901, SAN JUAN, PUERTO RICO

We have previously informed you that German Vazquez allegedly brought reproach upon the IBT, breached his fiduciary duty and embezzled union funds from Local 901 as a result of four unauthorized pay raises while an IBT member and Secretary-Treasurer of Local 901.

On March 5, 2010, Mr. Hoffa issued his decision that Mr. Vazquez be fined $72,302; removed from office; prohibited from holding any office or employment with Local 901, the IBT or any IBT affiliates until the current term of office for Local 901 officers expires or until he has fully satisfied the fine; and suspended from membership in Local 901 and the IBT for one year, or until he has fully satisfied the fine, whichever occurs later.

After the IRB notified Mr. Hoffa that his decision was not inadequate, counsel for Vazquez notified the IRB that Vazquez wanted to have the decision modified regarding the monetary penalty. To obtain the District Court's review of the case, the IRB submitted Application 141 to Judge Preska and on July 28, 2010, submitted a Supplement to Application 141 to provide the Court additional material received by the IRB on this matter.

E. VINCENT DISARIO – LOCAL 1901, LONG ISLAND CITY, NEW YORK

We have previously informed you that Local 1901 member Vincent Disario, between approximately February 2009 and February 2010, allegedly brought reproach upon the IBT by being a member of the Bonanno organized crime family. Mr. Hoffa filed the charge against Mr. Disario and referred it back to the IRB for a hearing. The IRB held a hearing on April 14, 2010. On July 22, 2010 the IRB filed its Opinion and Decision, permanently barring Disario from the IBT, with Judge Preska for review by Application 144. On August 5, 2010 Judge Preska affirmed the IRB's Opinion and Decision in all respects granting Application 144.

F. JOSEPH TORRE – LOCAL 1901, LONG ISLAND CITY, NEW YORK

We have previously informed you that Local 1901 member Joseph Torre, while a member of Local 1901 and the IBT, refused to answer questions during his in-person sworn examination. The Executive Board of Joint Council 16 held a hearing on June 8, 2010 and rendered its decision permanently barring Mr. Torre from the IBT. On August 11, 2010, the IRB found Joint Council 16's decision to be not inadequate.

IV. TOLL-FREE HOTLINE

Since our last report to you, the hotline has received approximately 80 calls reporting alleged improprieties. As in the past, all calls which appeared to fall within IRB jurisdiction were referred for investigation. Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

To assure that all calls are treated confidentially, the system recording hotline calls is located in a cipher-locked IRB room on a dedicated line and accessed by IRB staff only. It is not manned by an investigator; however, the recorded information, if complete and within IRB jurisdiction, is forwarded directly to the Investigations Office. Please continue to use the toll-free hotline to report improprieties which fall within IRB jurisdiction by calling 1-800-CALL-IRB (1-800-225-5472). If you are calling from within Washington, DC, dial 202-434-8085.

V. CONCLUSION

As always, our task is to ensure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities through these reports and also through use of the website at www.irbcases.org.

If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline number noted above, use the IRB facsimile number 202-434-8084, or write to either the IRB Chief Investigator or the IRB office:

Charles M. Carberry, Chief Investigator
17 Battery Place, Suite 331
New York, NY 10004

Independent Review Board
444 North Capitol Street, N.W.
Suite 528
Washington, DC 20001

Marin Sanitary Service
Conservation
Our Earth, Our Mission, Our Job
456-2601

Working-Class HERO

Teamster Badass Fights For Job, Life

When Patrick Johnston, a member of Local 624 in Santa Rosa, Calif., saw two thieves coming at him with sticks, he knew he was in for the fight of his life. Surrounded by recyclables and in the bed of a pickup truck on a desolate stretch of highway, Johnston immediately began feeling around for something—anything—he could use as a weapon. That's when he found a two-by-four.

"I was using their board as my weapon. I was using the thing like a battle axe," Johnston said. "I knew they were going to try to beat me to death and I fought as hard as I could."

That two-by-four probably saved Johnston's life and led to the capture of his two kidnappers—men who were also putting his job in jeopardy. The chain of events that led Johnston to a fight on an isolated on-ramp on Highway 101 at 4 a.m. began earlier in the day when he and his recycling truck partner, Bill Briare, saw the two perpetrators stealing recyclables. Johnson and Briare work for Martin Sanitary Service.

"Times are tough. These guys go out and steal the recyclables we're supposed to collect then take them to Oakland and sell them there," Johnston said. "So recycling trucks are going out and coming back half full. That means layoffs and job loss."

Concerned for their jobs and the jobs of co-workers, Johnston and Briare decided to confront the thieves. Before they had a chance to say anything, the perpetrators attempted to run Johnston down by backing over him. Johnston jumped in the bed of the pickup and held on for the ride of his life as the perpetrators then tried to run over his partner.

"Bill jumped up on the hood of the truck and grabbed the windshield wiper. The guys driving turned the corner and Bill flew off, with the windshield wiper in his hand," Johnston said. "Meanwhile, I was still in the back of the truck and the driver tried to throw me out by driving erratically."

Using a cell phone that he had in his pockets, Johnston was able to call local police dispatch, briefly explain the situation and read out coordinates. As he was talking to dispatchers, he realized the men in the truck were heading straight for the freeway.

Life or Death

Once on the freeway, Johnston didn't know where the thieves were going, but he knew he had to stay calm and alert. As he continued to read out coordinates to the dispatcher, he felt the vehicle start to slow down.

"I told the dispatcher what was happening and that I was sure this was about to get physical. Sure enough the two guys get out of the truck, come over to me, and basically try to rip me out of the truck. I have some martial arts skills so I was able to put up a good fight," said Johnson, who knows the martial arts technique Krav Maga.

At that point, Johnston said the assailants gave up—or so he thought. The two men got back into the cab of the pickup and began driving further up the road. This time, Johnston knew exactly where they were headed. Up ahead lay a two-mile stretch of the freeway that was dark and desolate. Driving backwards up an on-ramp, the assailants stopped the vehicle, got out and came after Johnston with sticks. Using the two-by-four he had found buried under recyclables, Johnston was able to fend off his attackers until police arrived. The assailants were arrested at gunpoint and Johnston is being hailed as a hero.

The attackers face up to six years in prison and are being charged with assault with a deadly weapon with intent to create bodily harm, possession of a controlled substance, erratic driving and entering the country illegally.

"After the whole event was over, Bill and I had the police drive us back to our truck and we finished our route," Johnston said. "That's part of who we are as Teamsters. I know the hard road the Teamsters have taken to get where we are; I appreciate that and I'm proud to be part of that."

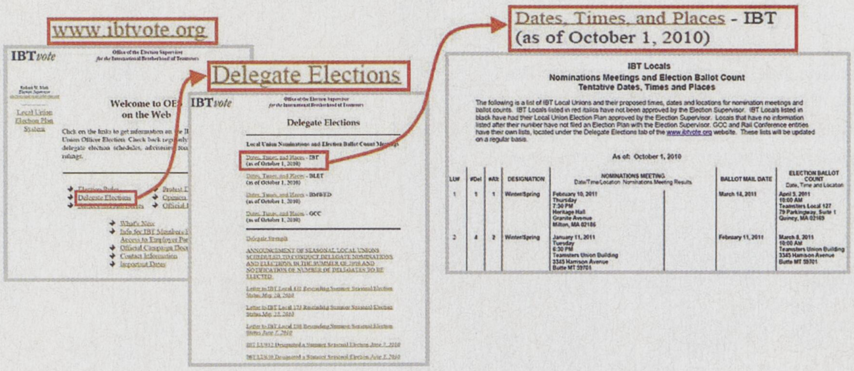
To read the full account of Johnston's story, visit TeamsterMagazine.com.

ELECTION SUPERVISOR'S REPORT No. 4

DELEGATE ELECTIONS IN HIGH GEAR – REMINDER ON NOMINATIONS – PARKING LOT ACCESS

Delegate Elections. From January to May in 2011, Local Unions, General Committees of Adjustment, and System Federations will conduct elections for delegates to the 28th International Convention of the IBT. More than 1,700 of your brothers and sisters will serve as delegates; alternate delegates are elected, too, for those principal delegates not able to serve. The Convention – "the supreme governing authority of the International Union" – decides on union policies. The delegates also have the special responsibility of nominating candidates for International Union office that the members will vote on by mail ballot in the fall of 2011.

The time for rank-and-file action is now. As OES approves local union plans, the date of every nomination meeting and the schedule for delegate election voting is posted on www.ibtvote.org. Here's the way to navigate to the table that shows the schedule for delegate elections:



Delegate Elections

Local Union Nominations and Election Ballot Count Meetings

Dates, Times, and Places - IBT (as of October 1, 2010)

Dates, Times, and Places - BLET (as of October 1, 2010)

Dates, Times, and Places - BMWED (as of October 1, 2010)

Dates, Times, and Places - GCC (as of October 1, 2010)

IBT Locals
Nominations Meetings and Election Ballot Count
Tentative Dates, Times and Places

The following is a list of IBT Local Unions and their proposed times, dates and locations for nomination meetings and ballot counts. IBT Locals listed in red italics have not been approved by the Election Supervisor. IBT Locals listed in black have had their Local Union Election Plan approved by the Election Supervisor. Locals that have no information listed after their number have not filed an Election Plan with the Election Supervisor. GCC and Rail Conference entries have their own lists, located under the Delegate Elections tab of the www.ibtvote.org website. These lists will be updated on a regular basis.

As of: October 1, 2010

LU#	#Del	#Alt	DESIGNATION	NOMINATIONS MEETING Date/Time/Location	Nominations Meeting Results	BALLOT MAIL DATE	ELECTION BALLOT COUNT Date, Time and Location
1	1	1	Winter/Spring	February 10, 2011 Thursday 7:30 PM Heritage Hall Granite Avenue Milton, MA 02186		March 14, 2011	April 5, 2011 10:00 AM Teamsters Local 127 79 Parkingway, Suite 1 Quincy, MA 02169
2	4	2	Winter/Spring	January 11, 2011 Tuesday 6:30 PM Teamsters Union Building 3345 Harrison Avenue Butte MT 59701		February 11, 2011	March 8, 2011 10:00 AM Teamsters Union Building 3345 Harrison Avenue Butte MT 59701

There are separate tables for IBT locals, GCC locals, BLET GCAs, and BMWED system federations. Voice your views at your local body; find out the schedule for nomination and election at other local bodies nationwide. Results of nomination meetings (contested or white ballot) will be posted to the tables.

What If I Can't Attend A Meeting In Person? You do not have to attend a meeting in person to nominate or second a candidate, or to accept nomination. The *2011 Rules* allow IBT members to submit written nominations, seconds, and acceptances for delegate or alternate delegate candidate. Read Article II, § 5(f) for instructions on the information required on a written nomination or second, or on a candidate acceptance, and how to deliver them.

Check the union bulletin boards at your workplace or look for a nomination meeting notice from your local body in the mail to find out the deadline for submitting written nominations and seconds. Generally, this deadline is not later than 5:00 p.m. on the day before the nomination meeting. A written acceptance must be delivered to the person presiding over the nomination meeting no later than the time of nomination. It is the responsibility of the nominator, seconder, or candidate to be sure that the document is received by the correct person at the local before the set deadline.

Am I Eligible To Participate? OES makes determinations, under the *2011 Rules* and the IBT Constitution, about who is eligible to nominate, second, or run as a candidate for convention delegate or International Officer. 2011 Rules, Article VI, § 4. If you have a question about eligibility, submit a written request to OES.

Campaigning In Employer Parking Lots. A special rule of the IBT International Officer Election allows campaigning in employer worksite parking lots used by IBT members. *2011 Rules*, Article VII, § 12(e). The OES website has a link to materials on the parking lot access rule:

If an employer denies a member access to a parking lot for campaigning OES can help.

There are some limits to the right of access, but, in past elections, OES has usually been able to resolve disputes with employers so that members can campaign.

Contact the OES to get more information about any aspect of the election procedures.

Richard W. Mark
Election Supervisor

WWW.IBTVOTE.ORG

TEAMStar

MEDICARE PART D

Prescription Drug Program (PDP)

Open Enrollment Period Begins November 15, 2010!

The International Brotherhood of Teamsters is proud to announce the open enrollment period for the TEAMStar Medicare Part D Program. This annual open enrollment period will begin on November 15, 2010 and end on December 31, 2010.

Teamster retirees and spouses who are currently enrolled in Medicare Parts A and/or B qualify for TEAMStar Medicare Part D coverage. Enrollment packets will be arriving in the mail soon. If you didn't receive an enrollment packet or need another one, please call us and we will send you one. Don't wait! The open enrollment period is for a limited time.

Enjoy the following TEAMStar Part D Program benefits:

- Competitive group rates – not available to the general public
- Comprehensive drug coverage and pharmacy network
- Coverage options – three affordable plans to choose from; one offers coverage through the "donut hole"

To get additional information or an enrollment packet, visit ou website at www.teamstarpartd.com or call 1-866-524-4173.